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AUTHOR Strand, Roger; And Others
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ABSTRACT

An attempt was made to gather information about working women and to learn what provisions they made for the care of their preschool age children while they worked. In the pursuit of this information, the following tasks were performed: (1) documentation of where and how children are cared for while their mothers work, (2) finding out what working mothers want regarding care for their children, (3) study of the interrelated elements between child care arrangements and the mothers' work situations, (4) drawing up of specific conclusions from the study so that future discussions and plans are based upon reliable evidence, and (5) prescribing of avenues for future action based on documented needs of the community. To obtain this information, two separate questionnaires were designed: one for the mother and the other for the employer. Findings of this study include: (1) Working mothers are here to stay; (2) The number of women in the labor market grows each year; (3) Parents are prone to accept custodial care as being sufficient; (4) Working mothers choose child care arrangements that are most convenient; and (5) Day care services are often poorly defined. It is recommended that: (1) A day care communications center be established; (2) Programs presently providing group day care services to children be improved; and (3) A resource center for licensed family day care mothers be established. (CK)

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WHO CARES FOR THE CHILDREN?

A Study of Child Care In
Olmsted County, Minnesota
1970

by

Synergetic Systems, Inc.
430 Oak Grove
Minneapolis, Minn. 55403

Roger Strand.....Project Director
Erna Fishhaut.....Educational Advisor
Lester Fishhaut.....Technical Advisor

Authorized by

Olmsted County Department of Social Services
Rochester, Minnesota

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The Preschool Study Sub-Committee of the Planning Division of
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Mrs. James W. DuShane, Chairman
Mrs. Haddow Keith, Co-Chairman
Mrs. Dorothy Sheard Allen, Stewartville
Mrs. David Bach, Member of Olmsted County Department of
Social Services Board
Mr. Robert Cory, Principal, Herbert Hoover Elementary School
Dr. Jane Watson Duncan, Psychiatrist, Zumbro Valley Mental
Health Center
The Rev. Mr. Robert Hanson, St. Andrew's Presbyterian Church
Mrs. Elaine Postier, Director, YWCA of Rochester
Dr. Edward O'Connell, Pediatrician, Mayo Clinic
Mrs. Thomas Sherlock, Immediate Past President of the Aldrich
Memorial Nursery School Board
Mr. Christopher Stapleton, Director, Special Education, Rochester
Public Schools (District #535)
Mrs. John L. Stewart, Immediate Past President, Civic League Day
Nursery Board
Mrs. David Witten, Past President, Aldrich Memorial Nursery
School Board

The United Fund of Greater Rochester Board of Directors

The United Fund of Greater Rochester Staff

Mr. James Villars
Mrs. Vera Elgin

The Olmsted County Department of Social Services Board of Directors

The Olmsted County Department of Social Services

Mr. Carl Maeder, Director
Mrs. Ninnia Hoel, Casework Supervisor and liaison to the
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The Interviewers

The Respondents
The Ten Employers and The One Hundred Mothers

INTRODUCTION

"The Rochester area will experience unprecedented growth during the coming years, gaining an estimated 40,000 new residents by 1985. during the next twenty years as much new building will occur as took place in all of the more than 100 years of Rochester's existence prior to 1960. Therefore, the central question facing the Rochester community in the coming years is 'how should the area develop in the future?' The answer to (this) question will, to a large extent, depend on how well the community plans for the growth." (Rochester Olmsted Transportation Planning Study. Design for Tomorrow. Rochester, Minnesota, May, 1968.)

Several nation-wide studies have indicated marked increase in the number of women in the labor market. Citizens and community leaders in Olmsted County noted, also, the evidence of two recent local studies and in their concern began to ask, "Who cares for the children?" This report gives some answers to this question, that sounds very simple, but is, in fact, very complex.

Hopefully, the findings, conclusions and recommendations in this report will play an important part in Rochester's continuing comprehensive planning program.

BACKGROUND INFORMATION

In 1968, females constituted a large proportion of the labor force, 31.5% in Olmsted County and 45.5% in the City of Rochester. A 1965 school survey, conducted by the Rochester Women's Civic League, revealed that the percentage of working women was as high as 62% in some neighborhoods. In the last few years, there has emerged a pattern of increasing segregation of living areas by income, age and marital status. The younger families live in the outlying areas, leaving the central city to the widowed, divorced, elderly, young single adults and families without children. Out in the newer subdivisions, it was revealed that as much as one-fourth of the population was under five years of age and that there was almost a complete absence of elderly persons in these areas. The greatest growth in the last decade occurred on the Northwest side of town, and accounted for 54.8% of all new single family dwellings and 19% of all multiple family dwellings built within the city.

According to the 1970, U. S. Census reports, Olmsted County now has a population of 81,268. Rochester comprises 64% of this number, with 51,568 people. In other words, roughly 30,000 of the people live outside of the city.

Regarding the labor force of Rochester, there were 25,982 people employed in 1960. At the time of this writing, the 1970 census figures on the labor force were not yet available. However, it has been predicted that at the average rate of increase of 800 jobs per year, the labor force should currently be about 34,000. By 1985, there may be at least 46,000 in the Rochester labor market. Taking the 1968 figures on the percent of working women, there are now at least 11,000 women who are working in Olmsted County.

This study concentrated its efforts on only a small proportion of the county's total population. That is, the focus of this study was on working women with preschool age children. According to the 1969 School Census figures, there were 9,984 children below six years of age. There was found to be a heavier concentration of preschool age children in Rochester than outside the city in the rural areas. The Rochester School District #535 (which includes Oronoco) reported having 8,189 preschool children, or 83% of all children in this age group in the county. Where the ratio of total population between the City of Rochester and outside the City is 5 to 3, the ratio of preschool age children is 8 to 2. These figures were particularly important to the considerations and decisions about sampling the total population for a county-wide survey.

As in most communities throughout the United States, Rochester has a variety of resources which serve young children and their families. In reviewing the Directory of Health and Welfare Resources, compiled by the Olmsted County Association for Mental Health, in 1970, there are at least 11 social agencies that provide general and specialized services to young children. There are highly specialized medical, psychological, vocational and educational facilities available as well. There are legal services to families, vocational training centers for handicapped, mentally retarded and the mentally ill. Rochester also has active service clubs, religious social action groups, and several organizations that serve people with special needs or interests. Looking at the lists of services, it would be easy to say that Olmsted County has just about everything. But, the people would be the first to express quite freely what improvements should be made and how certain needs might be fulfilled. They are no different than any other conscientious community that wants the best for each citizen.

Among these services to children and their families are a number of day care and preschool education programs. Olmsted County Department of Social Services was one of the first in Minnesota to develop a service for licensing and supervising family day care homes. There are now over 100 licensed homes with a combined capacity to serve over 300 children. There are seven nursery schools serving approximately 350 young children, and there are three day care centers with a total licensed capacity of 98. There is a specialized service for the mentally retarded, the Olmsted County Day Activity Center, which serves 35 people of all ages, including preschoolers. All day care services listed above serve nearly 800 children.

In addition, there are homemaker services provided by the Family Consultation Center, whereby trained personnel serve families in their own homes when a parent has been incapacitated or is absent.

Following is a list of the group day care centers:

Aldrich Memorial Nursery School, Inc.
Bethany Nursery School
Christian School (Stewartville)
Civic League Day Nursery
Faith Church Day Care Center
Meadow Park Day Care Center
Olmsted County Day Activity Center
Rochester Montessori School, Inc.
"Y-Tots" of Y.M.C.A.

Olmsted County was the first in Minnesota to start a vocational-technical program to train child care personnel. There is a special laboratory classroom where young children are served. Such a setting provides unique opportunities for vocational students to observe children's behavior and to acquire practical skills in working with children.

PURPOSE OF THE STUDY

The purpose of this study was primarily to gather information about working women in Olmsted County and to learn what provisions they made for the care of their preschool age children while they worked. Such data was requested by community leaders in Rochester, who were charged with the responsibility of planning for future community services for all young children in the county. Synergetic Systems, Inc., under contract with the Olmsted County Department of Social Services, agreed to carry out the tasks listed below :

1. To document where and how children are cared for while their mothers work.
2. To find out what working mothers want regarding care for their children.
3. To study the inter-related elements between child care arrangements and the mothers' work situations.
4. To draw specific conclusions from the study so that future discussions and plans are based upon reliable evidence.
5. To prescribe avenues for future action based on documented needs of the community.

PROCEDURES

There were two areas studied :

1. Child Care Arrangements, described in Section I; and
2. Mothers' Work Situations, Section II.

In order to obtain as much information as possible about both subject areas, two different segments of the population were selected on the basis of who would most likely provide the most reliable and valid data. One source was the working mother, who had preschool age children and had experienced making provisions for the care of her children while she worked. The other source was the employer, who could provide information about working women, their work situations and what problems may exist in regard to child care.

Both sample populations were interviewed by means of two specially designed questionnaires. One specifically related to the working mother and the other to the employer. Some of the same questions were asked of both groups where it was appropriate to compare their answers to find areas of disagreement or agreement, to test the validity and reliability of the questions and responses and to note certain biases that may occur.

The content and structure of each questionnaire was arrived at by the following process:

1. Records and reports, which had been compiled by a local preschool study committee, were reviewed in order to make use of already existing knowledge about day care in Olmsted County.
2. Information was gathered from related studies which had been done throughout the country.
3. Several discussions took place with community leaders and local citizens, who helped define problems, priorities and what areas needed exploration.
4. Once assessments and predictions were made, the questions were structured and arranged so that the respondents would be able to share their experiences, knowledge and opinions with as much honesty and clarity as possible. Both open-ended and pre-coded questions were used.
5. Each questionnaire was pre-tested in another community and final revisions were made before it was administered in Olmsted County.

The sample population of working women in Olmsted County was chosen as follows:

1. The size of the sample was 100 working women. There were 20 working women from outside of Rochester chosen to represent the rural residents. And, there were 80 working women from the Greater Rochester Area. This ratio was based on the preliminary findings that 20% of the women with preschool children lived outside of Rochester.
2. The women were to be interviewed if they were working full or part

time for pay outside of their own homes at the time of the survey or if they had worked any time during the year prior to the survey. These respondents are referred to in this report as "working women" or "working mothers."

3. Each working mother was to have at least one child who was 5 years old or younger and was to have experienced making child care arrangements. One completed interview (not included among the 100 interview schedules which comprise this report) was considered invalid because the mother had worked during the past year before her child was born and had not experienced making child care arrangements, which was considered pertinent to this study.
4. The mothers were to be interviewed in their own homes during hours that they would most likely be at home.

So that each working mother in the total population of the county would have an equal chance of being selected for interviewing, a random sample approach was used. Maps of the county and the city were divided into a number of equal sized tracts. Each tract was assigned a number. Those tracts which were zoned as non-residential, or that had an extremely small population were excluded. From the remaining tracts the sample was selected with the help of random number charts. Starting points and counting systems were then devised. Each tract was divided into equal sized sub-tracts, which were indexed and used as a basis for random selection. The sub-tract chosen was the starting point within the tract. The interviewers were instructed to proceed door to door from a given starting point and in a given direction until a qualified respondent was found. The interviewer was allowed to ask an unqualified respondent if he or she knew anyone in the neighborhood who was a working mother with preschool age children. Upon recommendations the interviewers could then proceed directly to that residence. After completing an interview, the interviewer was instructed to skip a certain number of houses (a systematic counting system from 1 to 5). No two respondents could live next door to each other and a qualified respondent could not recommend a friend or neighbor to the interviewer. No more than 6 interviews were to be completed from a single tract.

The employers were selected as follows:

1. There were to be ten employers selected.
2. These employers were to represent a variety of trades and services from the following industrial classifications:

- Medical
- Manufacturing
- Education
- Hotel-Motel
- Public Employees
- Food Processing
- Communications
- Merchandising
- Finance
- Food Handlers

3. Each employer should be selected on the basis of having the highest number of women employed in a specific classification.
4. The person to be interviewed, was to be the one responsible for hiring and firing employees (usually the personnel officer.) In one company, there were four personnel officers, one for each major division in the company. Two of these were interviewed simultaneously and their answers were combined into one interview schedule representing that company.

To insure the accuracy of the data, the following procedures were used:

1. Each major company was telephoned in advance to identify the personnel officer.
2. The personnel officer was then called to arrange an appointment.
3. Follow-up letters were then sent to confirm the appointment.
4. The letter requested that they prepare certain facts, e.g. number of women employees, and the number of women employees who had young children.

A letter of support from the Rochester Chamber of Commerce was provided for each interviewer, to establish the authenticity of the survey. This letter proved to be helpful, for many people in the community feared that this might be a sales pitch of some kind.

A thorough orientation regarding the techniques of interviewing and to acquaint the interviewers with the questionnaire (for the mothers) was conducted. Most of the mothers were contacted on a Saturday, a day when they would most likely be at home. In order to find 100 working mothers with preschool children, approximately 600 homes were contacted. There were about 150 residences where the people were not at home at the time the survey was conducted.

Following is a breakdown of the location and numbers of interviews completed throughout the county and the city:

1. Rural (outside the city)	20 working women
2. Northwest Quadrant of Rochester	26 " "
3. Northeast " " "	6 " "
4. Southwest " " "	24 " "
5. Southeast " " "	24 " "
Total	100 Working women

Section I

THE CHILDREN AND THE ARRANGEMENTS FOR THEIR CARE

Introduction

In February, 1965, there were 12.3 million children under 14 years of age whose mothers worked, either full or part time, for at least 6 months during the preceding year. This number represented one-fifth (22 percent) of all the nation's children in this age range.

(Children's Bureau, U.S. Department of Health, Education and Welfare, Child Care Arrangements of Working Mothers in the United States. (Washington D.C.; U.S. Gov't. Printing Office, 1966), p. 15.)

What happens to children while their mothers work? Where are the children? Who takes care of them? What kind of child care services exist in the community? Are these services being used? What part do relatives, friends, and neighbors play in the child care picture? What do the mothers want and what do they think are the best kinds of care for their children?

Separate research projects could be conducted on each of these questions and inevitably more questions would arise as each subject or problem was explored in depth. Although such in-depth research was not the intent of this study, it did uncover information which may be of interest to other researchers in deciding where more precise measurements could be applied. It was the intent of this study to obtain a generalized description of working mothers and the situations which relate to the care of their children while they worked. The scope of this project was limited to the study of preschool age children and their care and did not include children older than 5 years.

When a mother decides to go to work, there usually is much deliberation about what to do with the children. There are many things to think about and there are many decisions for both parents to make. Each child must be considered in respect to his age, health and level of maturity. Some parents wonder how a child will get along with other children or with unfamiliar adults. Parents also wonder how their child will adjust to new surroundings or how the child will feel about being separated from his mother. Should someone come into the home to care for the child or should the child be brought to someone else's home? Some parents may have several resources to choose from, such as relatives, friends and neighbors, while other parents are hard pressed to locate even adequate resources. Then, there are the possible expenses of transportation and fees to consider. What can the family afford to pay? In addition, schedules must be figured out so that everyone is happy, from the employer at 7:30 in the morning to the hungry family waiting for a warm meal at the end of the day. This combination of questions would be a challenge for an expert. Yet, such decisions are made by working parents every day and they don't seem to see this process as a complicated one.

A. The Children

1. The Number of Children Below 19 Years of Age

Most families (60%) of the sample population, had two or three children below 19 years of age. Among the 100 households, there was a total of 274 children ages 18 and under, or an average of 2.74 children per household. The distribution in numbers of children ran from one to eight in a family. (See Table 1.)

TABLE 1. NUMBER OF CHILDREN BELOW
19 YEARS OF AGE PER HOUSEHOLD

No. of Children	No. of Households	Total No. of Children Below 19 Years of Age
1	17	17
2	29	58
3	31	93
4	15	60
5	4	20
6	3	18
7	0	0
8	1	8
Total	100	274

2. Number of Children Below 6 Years of Age

One major criteria used in selecting a respondent for interviewing was that the person must have at least one preschool age child in the house. "Preschool age" was defined as five years old or younger. Among the 100 representative households, there was a total of 142 preschool age children. Most families (67%) had only one child in this age group. The average (mean) number of preschool children per household was 1.42 or one and a half preschool children per family unit. The distribution of numbers of preschool age children ran from one to four in a family. (See Table 2.)

TABLE 2. NUMBER OF CHILDREN BELOW 6 YEARS OF AGE
PER HOUSEHOLD

No. of Preschool Age Children	No. of Households	Total No. of Preschool Age Children
1	67	67
2	28	56
3	1	3
4	4	16
TOTAL	100	142

3. Distribution of Preschool Children by Ages

The average (mean and median) age among the preschool group in the sample was 3 years and one month. There were twice as many four year olds as there were infants below age one (32 four year olds as compared to 16 infants below age one). When comparing the number of children between ages 3 and 5 with the number of children who were below 3 years of age, there were $1\frac{1}{2}$ times as many children in the older group: 85 children, ages 3 to 5, as compared to 57 infants and toddlers. All the children included in this sample had mothers who were currently working or who had worked during the past year. The findings of this study reveal that the occurrence of mothers working when their children are over three years of age is $1\frac{1}{2}$ times greater than when their children are below three years old, although there are still a significant number who work when their children are very young.

TABLE 3. DISTRIBUTION OF NUMBERS OF PRESCHOOL AGE CHILDREN BY AGES

Ages	Responses Indicating Number of Preschool Children in the Household and Each Child's age.				Total No. of Children
	CHILD #1	CHILD #2	CHILD #3	CHILD #4	
Under 1 yr.	15	1			16
1--1.11 yrs	17	4			21
2--2.11 yrs	16	4			20
3--3.11 yrs	17	7	2		26
4--4.11 yrs	21	6	3	2	32
5--5.11 yrs	14	11		2	27
TOTAL	100	33	5	4	142

B. Child Care Arrangements for Preschool Age Children

The question, "Who usually looked after your child while you (the mother) worked?", was asked in regard to each child. The interviewers translated the answer by checking the appropriate item in a pre-coded classification of arrangements. This classification system was adapted from a national study conducted by the U.S. Office of H.E.W. and the U.S. Department of Labor in cooperation with the U.S. Census Bureau (Ibid.)

The documentation of where the children are cared for while their mothers work, however, is more complex than what may initially appear on the surface. There may be one or more possible child care arrangements for a child during a single day and a mother may make different arrangements for each child if she has more than one child. In order to clarify these several variables, the following classifications and terms will be used in this report:

- Primary Child Care Arrangement: This term refers to the place where the child was cared for and/or the person who took care of the child over the longest period of time in a given day, week or month. This applies to one child or more than one child from the same family who were cared for all in the same way. Where children were in kindergarten, the term "primary arrangement" referred to the time the child was not in school.
- Secondary Child Care Arrangement: This term refers to the place where the child was cared for and/or the person who took care of the child for a shorter period of time than the primary child care arrangement and such an arrangement was used as supplementary to the primary. This applies to one child or more than one child from the same family who were cared for all in the same way.
- Multiple Child Care Arrangements: This term refers to the situation where there were two or more children in a family unit and the mother made different child care arrangements for each child rather than make one arrangement for all her children simultaneously. A mother who made multiple child care arrangements may also have made primary and secondary arrangements for one or more of her children during a given day, week or month.

To obtain information about primary child care arrangements, the question of "Who usually looked after your child?", was asked. To record secondary arrangements, the mothers were then asked, "Did this arrangement cover all the time you were away at work?", and if not, "What other Child Care Arrangements did you make?" Where there were two or more young children in a family, the mothers were asked if they arranged for the care of their children all in the same way or differently. This latter question referred to multiple child care arrangements.

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This study revealed that 35.9% of the families in the sample made secondary arrangements for their children. This means that 51 preschool age children out of 142 were cared for by more than one person in more than one place on a regular basis.

Regarding multiple child care arrangements, there were five families where the mothers made different arrangements for each of their children. Among these particular five families, three mothers made secondary arrangements for each child in addition to making primary arrangements. These rather complex situations will be explained in greater detail later in this section.

1. Primary Child Care Arrangements

This section will describe the kinds of arrangements in which all children in the sample spent the major part of their time while their mothers worked. The next section will deal with the types of care used for secondary child care. (Almost one third of the children in this sample had secondary child care arrangements to supplement the primary arrangements.)

Each respondent was asked the question, "Where was your child (or, where were your children), usually cared for while you worked?" The following three alternative answers were offered:

- In the Child's Own Home?
- In Someone Else's Home?
- Or, did you make an other kind of arrangement?

The mothers' answers revealed that there were 65 children cared for in their own homes, or 45.77% of the total number of children. An almost equal number of children (67 children or 47.18%) were cared for in someone else's home. Only 7.04% or 10 children were cared for in other ways. (See Table 4.)

a. Primary Child Care Arrangements in the Child's Own Home

- (1) Care by Fathers: Where the children were cared for in their own homes, most of the mothers (21 out of 41) said that during their working hours the fathers took care of the children. Out of 65 children who were cared for at home, there were 33 preschoolers cared for by their fathers, or 23.24% of the sample population of children.
- (2) Care by Other Relatives: Ten mothers said that their children were cared for by other relatives, other than their fathers. Such arrangements involved 13 of the children.

The respondent was asked to give the age of the relative who was babysitting for her. One child was being cared for by a sibling who was under 15 years of age. Two young children were cared for by a 16 or 17 year old brother or sister. The remaining ten children had relatives 18 years and over who cared for them. (See Table 5.)

TABLE 4 NUMBER AND PERCENT DISTRIBUTION OF CHILDREN AND THEIR PRIMARY CHILD CARE ARRANGEMENTS

Primary Child Care Arrangement	Numbers of Children NO.	TOTAL NO.	Percent of Children %	TOTAL %
Care in Own Home by:		65		45.77%
Father	33		23.24%	
Other Relative	13		9.15	
Nonrelative who only looked after children	12		8.45	
Nonrelative who had other duties	7		4.92	
Care in Someone Else's Home by:		67		47.18%
Relative	11		7.75%	
Nonrelative	56		39.43	
Other Arrangements:		10		7.04%
Care in Group Care Ctr.	8		5.64%	
Child Looked After Self	1		.70	
Mother Looked After Child while working	1		.70	
Mother worked only during child's school hours	0		0	
Other -	0		0	
TOTAL	142	142	100%	100%

TABLE 5 DISTRIBUTION OF THE NUMBER OF CHILDREN WHO WERE CARED FOR IN THEIR OWN HOMES BY RELATIVES (OTHER THAN THEIR FATHERS) BY THE AGE OF THE RELATIVE.

Age of Relative	Number of Children	Number of Households
Under 13	0	0
13 - 15	1	1
16-- 17	2	2
18 - 64	6	3
65 +	4	4
TOTAL	13	10

- (3) Care by Non-Relatives in the Child's Home: Where there were nonrelatives coming into the children's homes, the mothers were asked by the interviewers to clarify whether or not these people were paid to perform additional household duties. Among the ten homes, half the mothers had their sitters perform extra chores while the other half indicated that their sitters were paid only to care for the children. There were more children (12 in number) among the families where the sitters did no extra duties than there were in the 5 families (7 children) where the person did other household chores.

b. Primary Child Care Arrangements In Someone Else's Home

The number of children being cared for in homes of non-relatives was five times greater than the number of children who were cared for in homes of their relatives. Out of the 67 children being cared for in someone else's home 56 (from 43 families), were with nonrelatives and 11 (from 8 families) were with relatives.

- (1) Care in Homes of Relatives: The mothers were asked about the age of their relatives in whose homes their children stayed. Two of the eight mothers said that the relatives were between 16 and 17 years old. The 6 remaining relatives were all over 18 years of age. (See Table 6.)
- (2) Care in Homes of NonRelatives: As mentioned previously, there were many children (56 or 39.5% of the total number of children) being cared for in the homes of nonrelatives.

In this report, "nonrelative" describes a variety of situations. It refers to a friend, a neighbor, a woman "down the street" who takes care of other people's children, a woman who operates a licensed family day care home. A family day care home is a situation where a woman is licensed by the State of Minnesota to care for children in her home, for no more than five children, including her own. The license is granted to her after the local county welfare department does a home study and recommends licensure. (In Olmsted County, this is the Department of Family Services). On August 31, 1970, there were 104 licensed family day care homes in Olmsted County with a combined capacity of 307 children. A family day care home may care for any age child and must meet certain standards, especially in caring for infants and very young children.

State officials report that usually people don't realize that they are breaking a law when they care for other people's children (who are not relatives) on a regular basis without having a license to do so. When child care is provided as a

TABLE 6 DISTRIBUTION OF NUMBERS OF CHILDREN AND THE MOTHERS
RESPONSES REGARDING CARE IN SOMEONE ELSE'S HOME
(PRIMARY CHILD CARE ARRANGEMENTS)

Information Requested About Care in Someone Else's Home	No. of Mother Respondents	No. of Children Involved
	Totals	Totals
Care in Homes of Relatives:	8	11
Ages of Relatives:		
Under 13	-	-
13-15	-	-
16-17	2	2
18-64	6	9
65+	-	-
Care in Homes of Nonrelatives:	43	56
Ages of Nonrelatives:		
Under 13	-	-
13-15	-	-
16-17	-	-
18-64	43	56
65+	-	-
Was This a Licensed Family Day Care Home?		
Yes	12	14
No	25	34
Don't Know	5	7
No Response	1	1
How Well Do You Know This Person?		
Close Friend	12	16
Well Acquainted	18	25
Adequately	9	10
Not Very Well	3	4
No Response	1	1
TOTALS	51	67

service to the public it is subject to licensure under Minnesota law. The purpose and intent of this law is to protect the consumers' interests and prevent possible harm to children.

In this survey, among the 56 children who were being cared for in homes of nonrelatives, 34 (60%) and possibly more were in unlicensed homes. 14 children were in licensed family day care homes and 5 mothers said they didn't know whether the home was licensed or not. One mother made no response. (See Table 6.)

Each respondent was asked how well acquainted she was with the person (nonrelative). Most mothers said they were either "well acquainted" or a "close friend" (12 were close friends and 18 were well acquainted). 9 mothers thought they were adequately acquainted and 3 mothers admitted that they didn't know the person very well. (See Table 6.)

c. Other Primary Child Care Arrangements

10 of the 142 children in the study were cared for in arrangements other than those mentioned above. Care for 8 children was arranged in group day care centers (for definition see glossary). One child was looked after by the mother while she carried out her job. One child took care of himself. (This was a kindergarten child who sometimes stayed alone at home after school until his mother got home from work.)

The children enrolled in group day care centers comprise 5.64% of the total sample. In a national study (Ibid., p.71) done in 1965, it was found that among children 0-5 years of age 7.7% were cared for in group centers.

d. Duration and Cost of Primary Child Care Arrangements

Most of the children in the sample (124 out of 142 children) were with someone other than their mothers for 4 hours and more each day. More than half of the children (81 or 57.03%) were separated from their mothers for 5 days and more each week. The average duration of child care among the total sample population of children was 4.13 days per week. This corresponds to the average number of days that all the mothers worked, which was 4.19 days per week. (See Table 7.)

Excluding the 33 children who were cared for by their fathers in their own homes, with no fees involved, the average daily cost of care per child amounted to \$3.84. (This figure is based on the assumption that \$5.50 was the highest amount paid per day by any one mother.) 22% of the mothers indicated that they paid "\$5.00 and more" per day for the care of their children. Therefore, the average daily rate per child could possibly be higher. From the findings of this study, the average weekly cost per child was \$15.85.

TABLE 7

DISTRIBUTION OF CHILDREN BY DURATION AND COST OF
PRIMARY CHILD CARE ARRANGEMENTS

Duration and Cost of Primary Child Care Arrangements	Number of Children		Number of Responses*	
	NUMBER	PERCENT	NUMBER	PERCENT
Hours per Day:				
Under 4 hrs. per day	18	12.68%	14	12.84%
4 to 8 hrs. per day	92	64.79	72	66.06
More than 8 hrs. per day	32	22.53	23	21.10
TOTAL	142	100.00%	109	100.00%
Days per Week :				
1 day per week	4	2.82%	3	2.75%
2 days per week	19	13.28	15	13.76
3 " " "	22	15.50	16	14.68
4 " " "	15	10.56	13	11.93
5 " " "	74	52.11	58	53.21
6 " " "	5	3.52	2	1.83
7 " " "	1	1.40	1	.09
No Response	1	.70	1	.09
TOTAL	142	100.00%	109	100.00%
Cost of Primary CCA per day:				
Under \$2.00 per day **	48	33.80%	34	31.19%
\$2.00-\$2.99 " "	14	9.86	13	11.92
\$3.00-\$3.99 " "	25	17.61	22	20.18
\$4.00-\$4.99 " "	17	11.97	14	12.84
\$5.00 or more per day	36	25.35	24	22.01
No Response	2		2	.18
TOTAL	142	100.00%	109	100.00%

* The total of 109 responses represent 95 mothers who had one child and more than one who were cared for all in the same way, plus the five mothers who made multiple arrangements for each of their 14 children, collectively (95+14 = 109)

** There were 33 children who were cared for by their fathers with no fees involved.

2. Secondary Child Care Arrangements

There were 51 preschool children from 35 families that had secondary arrangements which were used as supplementary or as alternatives to the primary plans. These secondary kinds of arrangements are outlined in Table 8. Most secondary plans were made for the children in their own homes. Out of the total of 51 children, 34 (66.65%) were cared for in their own homes, 11 (21.57%) were cared for in the homes of relatives and nonrelatives, and 6 (11.76%) were cared for in other ways.

Of particular interest to this study was the fact that there were 3 children from one family that were left unattended at home until their mother came home. One child, age 5, who was mentioned in the previous section on Primary Child Care Arrangements, was in kindergarten most of the time, but took care of himself for an hour or so after school. The mother admitted that her two other children, ages 3 and 4½, were left alone occasionally. There was also a younger child (16 months old) in the family, but the mother did not specifically mention if this child was ever left unattended. This particular mother was one of the five mothers who had made "multiple arrangements" for her family. She had made both primary and secondary arrangements for each of her four preschoolers, but evidently found it difficult to make satisfactory arrangements which would cover all the time she worked. She used several resources, such as friends, relatives and neighbors, but this was still not enough.

Also of interest is the finding that 4 of the 10 children who were cared for by "other relatives" in their own homes, on a secondary basis, were being cared for by their older siblings ranging in age from 11 to 13.

3. Multiple Child Care Arrangements

There were five mothers (total of 14 children) who made separate arrangements for each of their children. Six of these 14 children had secondary arrangements. As mentioned previously, there was one family where three children (and possibly a fourth) had both primary and secondary arrangements and still were left alone on certain occasions.

As complex as these arrangements may seem to the reader, it is evident that working mothers do exert a great amount of time and energy in seeing that their children are adequately cared for while they work. There are many resources which women use to supplement the care of their children. Yet, where there are up to 4 young children in a family and this requires 8 or more separate arrangements, it is easy to see how the plans may break down. In such circumstances, the mothers are apt to choose less adequate arrangements, such as allowing an eleven year old child to care for his younger siblings, or allowing their young children to fend for themselves.

TABLE 8 DISTRIBUTION OF CHILDREN AND THEIR SECONDARY
CHILD CARE ARRANGEMENTS

Secondary Child Care Arrangements	Number of Children	Percent of Children
Care in Own Home by:		
Father	7	13.72%
Other Relative	10	19.60
Nonrelative - care only	17	33.33
Nonrelative - extra duties	0	
TOTAL	34	66.65%
Care in Someone Else's Home by:		
Relative	7	13.73%
Nonrelative	4	7.84
TOTAL	11	21.57%
Other Arrangements:		
Care in Group Care Center	0	
Care for Self *	2*	3.92%
Mother Cared While Working	0	
Kindergarten Students	4	7.84
TOTAL	6	11.76%
GRAND TOTAL	51	100.00%

* There may be one additional child from the same family, age 16 months, who may be left alone occasionally. The mother did admit that her 5 year old (mentioned previously under primary arrangements) and her 3 and 4½ year old children took care of themselves at times, but did not admit to leaving her 16 months old child unattended.

4. How the Mother's Evaluated Their Child Care Arrangements

Almost all the mothers were satisfied with the arrangements they had made for their children. 66% rated their arrangements as being "excellent" and 28% thought their arrangements were "good". Only 6% gave a rating of "fair." None of the mothers gave a "poor" rating.

a. What the Mothers Liked About Their Child Care Arrangements

When asked what in particular they liked about their child care arrangements, most women (55) responded that they liked the convenience. By "convenience" their answers referred specifically to such things as:

-"Because there's no transportation involved. I don't like taking the children out of the house."
-"Because it means that I don't have to take the kids up early in the morning and I can let them sleep."
-"Because it's close by and there's not so far to travel."
-"Because it's on my way to work."

More than one response was allowed for this question. The second most common response (50 women) was in regard to the child care person and the quality of care. Some mothers liked the situation because of how well their children got along with the person and said, "The children seem happy." Many of these mothers liked the dependability of the person.

Next highest on the list of "likes" (22 responses) was the security of having the children in a home-like atmosphere (either in their own home or in someone else's home.)

Other likes, in order of their preferences were: the advantages of social stimulation for their children (16 responses); the fact that it was not too expensive (10 responses); the intellectual stimulation their children were getting (3 responses); and two women liked the fact that their sitters provided additional services in the home. (See Table 7.)

b. What the Mothers Disliked About Their Child Care Arrangements

Only 43 of the 100 working mothers mentioned what they disliked about their particular arrangements. They complained first about the added responsibilities and the inconveniences such as, transporting the children or the sitter, keeping complicated schedules, getting the children ready in the morning, and cleaning up after them at the end of a busy day. Some said that their sitters were not very dependable and were not particularly "good with children." Some mothers disliked having their children leave home and others added that they would rather not work so that they could be home with their children. (See Table 9.)

The respondents were also asked if they ever had reason to be unhappy with the person with whom they left their children.

TABLE 9. CRITERIA USED BY WORKING MOTHERS
IN EVALUATING THEIR CHILD CARE ARRANGEMENTS:
WHAT THEY LIKED AND DISLIKED AND WHY THEY CHOSE THEIR PARTICULAR
CHILD CARE ARRANGEMENTS

Criteria Used by Working Mothers in Evaluating Their CCA's	FREQUENCY OF RESPONSES ACCORDING TO:			
	Like CCA Because Factors Present	Disliked CCA because Factors not Present	Chose CCA because of These Factors	Factors given as most impor- tant reason for choice of CCA
Convenience for the Mother	55	19	69	12
Personal Attributes of the Person Caring for the Children & the Quality of Care	50	7	43	23
Security of Home- Like Atmosphere (Pre- fer Children to be in Own Home	22	6	10	6
Social Stimulation for the Children	16	2	8	7
Reasonable Cost of Care	10	3	16	4
Other Reasons:				
Mother would rather be home with child- ren and not work	-	6	-	-
Educational Value for the Children	3	1	1	1
Sitter Provides Extra Services	2	-	-	-
Variety of Selections: Choice limited	-	-	16	-
Children separated from each other	-	3	-	-
No Response	2	57	3	46
TOTAL	160	104	166	100

Only 7 mothers had reasons for being unhappy and some of the reasons they gave were:

- "The kids weren't happy."
- "We had personal differences."
- "The sitter was too lax and didn't discipline the children enough."
- "The children manipulated the sitter."
- "There wasn't enough attention given to my child."
- "My husband gets tired and irritable with the children."
- "The teacher seemed to lose heart for this kind of work toward the end of the year."
- "The woman had bad vocabulary."
- "It was a 17 year old girl who had her friend in all the time and didn't know where my children were."
- "The sitter was unreliable, untrustworthy and immature."

c. Why the Mothers Chose Their Particular Child Care Arrangements

The convenience of the child care arrangement was the most commonly used criteria. However, many mothers felt that the personal attributes of the child care person and the quality of care her children received were important reasons. Economic factors also played an important part in their decisions. There were 16 mothers that admitted that they didn't have much to choose from and that they had to take what was available. A number of women consistently felt that what was most important to them was that their children be cared for in their own homes.

When asked which reasons seemed most important to them when selecting a child care arrangement, most women felt that the kind of person and the quality of care this person gave was the most important to them (23%). (See Table 9.) In reviewing the likes, dislikes and criteria for choosing arrangements, most women selected child care in terms of what was most convenient for themselves. The quality of care and the happiness of the children came second in priority. Few mothers see intellectual stimulation as being very important when selecting the appropriate care.

5. Special Problems in Making Child Care Arrangements

There were three specific problems which parents may experience in making child care arrangements which this study explored via the interview. These three problems dealt with:

- Where do the parents go to find information about what child care services are available in their community?
- What do parents do about child care when the child becomes sick or has an emergency?
- Do any of the children have special problems or handicaps which call for specialized training or care?

a. Where Parents Went to Find Information About Child Care Services

A good number of mothers did not ask anyone for suggestions when they were looking for someone to care for their children (49 out of 126 responses). Among those who did ask, 54 asked help from their friends, relatives and neighbors and 10 mothers turned to community agencies for assistance.

- 2 called on the Public Health Service
- 6 mothers called the Olmsted County Department of Social Services
- 3 asked their churches for help
- 8 turned to the local newspaper want ads

b. What the Parents Did About Child Care When Their Children Got Sick or Had an Emergency

Most mothers (68%) stayed home from work when their children got sick or had an emergency. As one employer said while being interviewed, "One problem for working mothers is that a day care center will not take children when they're ill and the mother has to stay home from work or find a sitter." As found in this survey, 42% of the women stayed home from work without pay when their children were ill and 26% stayed home using sick leave, vacation time, or with pay during such emergencies. 25% arranged to have relatives, friends or neighbors come into the home. 7% of the mothers brought their children to homes of relatives, neighbors or hired babysitters.

c. Children With Special Problems or Handicaps

There were 7 preschool children in the sample who had problems which warrant specialized care and/or treatment. Two children had "slow learning abilities." Two children were classified as being hyperactive by their mothers. One child had recently had heart surgery. One child had a skin allergy and another child had a hearing impairment.

Of significance was the fact that these seven mothers did not voluntarily comment on having had any difficulties in finding adequate child care.

6. Child Care Preferences of Working Mothers

a. Differences Between Present and Preferred Child Care Arrangements

When the mothers were asked how they would arrange for the care of their children if they could do it any way they wanted to, most mothers said that they would prefer to have their children in their own homes. (See Table 10.) Among the 61 mothers who wanted their children at home, 38 mothers would prefer nonrelative caretakers (babysitters), and 23 wanted relatives to care

TABLE 10. CHILD CARE PREFERENCES
OF WORKING MOTHERS

Child Care Preference	Number of Responses	Total
Own Home With:		61
Relative	23	
Nonrelative	38	
Someone Else's Home With:		11
Relative	1	
Nonrelative	10	
Other:		
Group Care Center	15	15
Combination of Above	13	13
Total	100	100

for their children. The remaining responses were almost equally decided among these possible choices:

- 11 wanted their children in someone else's home
- 15 wanted their children in group centers
- 13 wanted a combination of choices

A comparison was made between the kinds of primary child care arrangements the mothers had actually made for their children and their stated preferences about child care. (See Table 11.) There were sizable differences between what the mothers actually had and what they preferred to have for their children. There were 44 expressions for change. Preference for having nonrelatives come into the home was 28% greater. Most negative preferences (30%) occurred where children were being cared for in homes of nonrelatives, i.e. parents preferred a different arrangement. The preference for group day care indicated a gain of 8%, that is, 8 people would have like to use group day care who were not presently using it. There were seven mothers who said that they would prefer a combination of different arrangements and mentioned specifically that group day care would be one of their choices. Therefore, the preference for group care was actually higher than what appears on the table.

Another way of looking at the differences between the present and preferred child care arrangements was to consider whether or not the mothers seemed to want to maintain the status quo. In other words, would they prefer to keep things as they were? The desire for the status quo was the strongest among mothers whose children were cared for in their own homes. Among the 41 mothers who had their children cared for in their own homes, 85% stated that they would prefer to retain this type of care. (See Table 12.) The next highest expression to keep the same arrangement they had was stated by those mothers whose children were enrolled in group day care centers. Those most interested in change were mothers whose children were cared for in someone else's home. 52% (24 out of 46) of these mothers wanted their children in their own home rather than in someone else's.

In summary, the strongest expression from most women in the sample was that they preferred that their children be cared for in their own homes. Among those mothers whose children were in centers, most preferred to keep them there.

b. Willingness to Pay for Preferred Child Care Arrangements

The mothers were asked how much they would be willing to pay for their preferred child care arrangements. (See Table 13.) 82% of the mothers were willing to pay \$2.00 or more per day. Most women would pay between \$4.00 add \$5.00 per day. Those

TABLE 11. COMPARISON OF PRESENT (PRIMARY) AND PREFERRED CHILD CARE ARRANGEMENTS AND THEIR DIFFERENCES

Type of Child Care Arrangements	Present (Primary) Child Care Arrangements		Preferred Child Care Arrangements		Differences Between Present CCA and Preferred CCA
	No. of Mothers Responses	% of Mothers Responses	No. of Mothers Responses	% of Mothers Responses	
Own Home With:					
Relative	31	31%	23	23%	- 8%
Nonrelative	10	10%	38	38%	+28%
Total	41	41%	61	61%	+20%
Someone Else's Home:					
Relative	6	6%	1	1%	- 5%
Nonrelative	40	40%	10	10%	-30%
Total	46	46%	11	11%	-35%
Other:					
Group Care Center	7	7%	15	15%	+ 8%
Care for Child While Working	1	1%	-	-	- 1%
Total	8	8%	15	15%	+ 7%
Combination of Above	5*	5%*	13**	13%**	+ 8%
Total	100	100%	100	100%	+44%***

* 5 mothers who had made multiple Child Care Arrangements

** 7 of these mothers were interested in a group care center for their children

TABLE 12 COMPARISON BETWEEN THE PRESENT (PRIMARY) CHILD CARE ARRANGEMENTS THE MOTHERS MADE AND WHAT THEY WOULD PREFER

Child Care Preferences of Working Mothers	Present (Primary) Child Care Arrangements				Total
	Own Home	Someone Else's Home	Other Arrangments	Multiple CCA	
Care in Own Home by :					
Relative	18	5			23
Nonrelative	16	19	2	1	38
Total	34	24	2	1	61
Care in Someone Elses' Home by:					
Relative		1			1
Nonrelative	1	8		1	10
Total	1	9		1	11
Other:					
Group Care Center	1	7	5	2	15
Combination of Above:	5	6	1	1	13
TOTAL	41	46	8	5	100

TABLE 13 DAILY AMOUNTS MOTHERS WOULD BE WILLING TO PAY FOR THEIR PREFERRED CHILD CARE ARRANGEMENTS

Daily Amount Willing to Pay for Child Care	CHILD CARE PREFERENCES OF WORKING MOTHERS (NUMBER OF RESPONSES BY TYPE OF PREF. CARE)				
	Care in Own Home by:		Care in Someone Else's Home by:		Group Care Center
	Relative	Nonrelative	Relative	Nonrelative	
Under \$2.00	9	1			3
\$2.00-\$2.99	2		1	1	1
\$3.00-\$3.99	3	4		6	2
\$4.00-\$4.99	4	7		1	6
\$5.00-\$5.99	1	13			1
\$6.00 or more	3	11		1	2
No Response	1		2	1	
TOTAL	23	36	3	10	15
					13
					100

who would pay the most were the mothers who wanted a baby-sitter to care for their children in their own homes.

In this study, there were 71 mothers who said that they knew "quite a lot" or "some" about day care centers. A comparison was made among these women's responses between their preferred child care arrangements and how much they would be willing to pay. (See Table 14.) There was no significant difference found in the distribution of their responses as compared to the total sample. In other words, there did not appear to be any correlation between the amount of knowledge they had about day care and how much they would be willing to pay for their preferred child care.

c. Willingness to Transport Children and Use Community Day Care Services

Some of the major purposes of this study were to explore whether or not: day care centers are needed or desired; people would use a day care center at a reasonable cost; and, people would be able to transport their children to such a center. Transportation has often been said to be one of the greatest problems preventing people from using centers, often causing such services to be inaccessible to those most in need. Therefore, the mothers were specifically asked, "If a good day care service, at a reasonable cost, were provided on the other side of town, (or, "in Rochester," where the mothers lived in rural areas), would you be willing and/or able to transport your children to such a center?" 43% of the mothers said that they definitely would be willing and able. The other 57% gave negative replies:

....28 gave a definite "no."
....5 said they would be willing but not able.
....22 said that they would be able but not willing.

In other words, only 5% indicated that they had transportation problems. Transportation did not seem to be the major issue among the respondents. If transportation were provided to those 5 who were willing but not able, approximately half of the population would use such a center.

The answer to this question did reveal that more people would be interested in a good day care service than was indicated by the mothers previous statements about what child care arrangements they preferred.

d. Reasons Given for Not Using Day Care Services

After referring to several types of day care services in the interview, the mothers were asked if they had ever decided not to use any of the listed services. There were 36 mothers who indicated that they had at one time considered using certain services and had then decided not to use them.

TABLE 14 DAILY AMOUNTS THAT MOTHERS WITH THE MOST KNOWLEDGE ABOUT DAY CARE CENTERS WOULD BE WILLING TO PAY FOR THEIR PREFERRED CHILD CARE ARRANGEMENTS*

Daily Amount Willing To Pay for Child Care	NUMBER OF WOMEN WHO KNEW THE MOST ABOUT DAY CARE CENTERS BY THEIR CHILD CARE PREFERENCES						TOTAL
	Care in Own Home by:		Care in Someone Else's Home by:		Combina- tion		
	Relative	Nonrelative	Relative	Nonrelative		Care	
Under \$2.00 per day	5	1			2	1	9
\$2.00-\$2.99 per day	2			1			3
\$3.00-\$3.99 per day	2	4	4		2	2	14
\$4.00-\$4.99 per day	2	5			4	2	13
\$5.00-\$5.99 per day		11			1	4	16
\$6.00 or more per day	2	10			2	1	15
No Response			1				1
TOTAL	13	31	5	1	11	10	71
MEDIAN	\$3.50	\$5.50	\$3.50	\$3.00	\$4.40	\$5.00	\$4.70

* This table includes only those mothers who responded that they knew "quite a lot" or "some" about day care centers and compares their child care preferences with the amounts they would be willing to pay for each child care.

Thirty mothers decided not to use day care centers and nursery schools. The other six mothers had decided not to use family day care, homemaker services. Their reasons for deciding not to use such services are summarized in Table 15.

Expenses were most commonly given as reasons for not using services. Inconvenience to the mother was the next most common reason. Six mothers thought that day care services were intended only for welfare recipients and also had questioned the quality of care provided by such services. Only two indicated that transportation was a problem.

TABLE 15. REASONS GIVEN BY MOTHERS
FOR NOT USING DAY CARE SERVICES

Reasons for Deciding Not to Use Day Care Services	No. of Mothers Responses	% of Mothers Responses
Too Expensive	13	31.0%
Not Convenient	9	21.4%
Found that Service was Not Available in Area	7	16.7%
Service for Welfare Recipients and/or there was poor quality of service	6	14.3%
Preferred Child to be Cared for in His Own Home	4	9.5%
Couldn't Solve Transportation Problem	2	4.8%
There was Full Enrollment No Vacancy	1	2.4%
Total	42	100 %

* The Day Care Services which the mothers specifically referred to were Family Day Care, Homemaker Services, Nursery Schools, Day Care Centers and After School Care.

Section II

WORK SITUATIONS

Introduction

One of the objectives of this study was to learn about women's work situations. The term "work situation" is defined, for the purpose of this study, as those circumstances which constitute and help describe the major aspects or conditions experienced by people in and around their employment. Particular data was collected in order to describe a person's work situation:

1. The employment or work status, which refers to whether or not the respondent was currently employed, the kind of work the respondent was engaged in, and the amount of money the respondent made
2. The work schedule of the respondent
3. The social and economic circumstances which were relevant to a person's work situation, e.g. educational and training background, other sources of income, reasons for working and personal preferences about work

To study all the factors of the work situations it was necessary to interview employers as well as working women. The employers who were interviewed employed large numbers of women and it was assumed they would be helpful in discussing women's work situations. (The criteria for selecting the sample to represent employers are detailed in the description of the methodology.)

A major criterion for selecting women respondents in this survey was to find mothers of young children who work for pay outside their homes or who had worked during the past year but at the time of the survey were not currently employed. This choice of respondents guaranteed the chances of interviewing women who had been involved in making child care arrangements. Because of this primary focus, women who worked as volunteers without monetary gain, women who worked in their own homes or on their own farms, or women who plan to enter the labor market sometime soon were not considered as candidates for being interviewed.

During the last decade in Olmsted County, 31.5% of the total labor force were women. The city of Rochester itself, the concentration of working women was even greater, 45.5%. The ten employers in this study employed a total of 12,204 people:

10,863 full time workers
372 part time workers
72 temporary workers (paid by the hour)

Of their employees 43.2% (5,284) were women. The range in number of women employees per establishment ran from 54 women to 2,192. The range in percentages of women among total employees ran from 8.6% to 83%. The employers who hired the greatest number of women were in the fields of medicine, education and food service. Eight of the ten employers hired more women than they

did men. The range of percentages of women among these eight ran from 54% to 83% and were from the following types of industry:

Merchandizing	83%
Hotel-Motel	78%
Finance	68%
Public Employment	65%
Food Services	65%
Medicine	60%
Education	59%
Communication	54%

The employers were asked to document how many of their women employees had preschool age children. Only one employer did not have this information. There were 368 out of the 5,284 women that had preschool children, or 7% of the working women in Rochester. These latter figures should be considered as estimates only.

A. Employment Status:

1. Working Mothers in the Sample

Most of the women interviewed (88 percent) were employed outside their own homes at the time when the survey was conducted. Twelve women indicated that they were not currently working but that they had been working during the past year. These twelve women had made child care arrangements for their preschool age children during the time they had worked.

2. Occupational Classifications

The largest group of women in the sample worked in sales and clerical positions, 39 of the total 100; the next largest group, 35 women, were professionals, managers or proprietors; 18 were in the service worker category and 8 were craftsman, operatives or laborers. These occupational classifications were used in a national study on child care arrangements of working mothers in the United States, which was a cooperative project undertaken by the U. S. Department of Health, Education and Welfare, and the U. S. Department of Labor in 1968. (*Ibid.*) The original source of this labor classification system is from the U. S. Census reports of 1960. The national report included one additional classification, which was "farmers or farm workers". The Olmsted County survey did not find anyone who performed this kind of work outside of their own homes, although 20 percent of the number interviewed lived in the rural area of the county. Because this study was specifically concerned with women who worked outside of their own homes the sample excluded those women who were working on their own farms.

Following is a list of the job titles given by the women who were surveyed:

Professional, Managerial,
Proprietary

Nurses, and Nursing
Instructors
Teachers
Medical Doctors

Craftsmen, Operators,
Laborers

Assembly line workers
Cooks
Factory Workers

Sales and Clerical

Sales Clerks
Secretaries
Keypunch Operators
Payroll Clerks
Bookkeepers and Accountants
Desk Clerks and Receptionists

Service Workers

Waitresses
Psychiatric Technicians
Telephone Operators
Laboratory Assistants
Beauticians
Coat Checkers
LPH's

Considerable differences were found in the percentages of women in each occupational classification when comparing the National-Regional figures and the result of this study. (See table 16.)

TABLE 16. WORKING MOTHERS: COMPARISON OF NATIONAL, REGIONAL AND LOCAL AVERAGES DISTRIBUTIONS BY MAJOR OCCUPATIONAL CLASSIFICATION (COMPARING A NATIONAL SURVEY OF 1968 AND THIS SURVEY IN OLMSTED COUNTY, 1970)

Major Occupational Classification	National 1968	North Central 1968	Olmsted County 1970
Professional, Managers, Proprietors	17.3%	17.0%	35%
Clerical & Sales Workers	37.1%	33.8%	39%
Craftsmen, Operators, Laborers, & Kindred Workers	18.7%	16.6%	8%
Service Workers & Private Household Workers	20.1%	21.7%	18%
Farmers & Farm Workers	5.9%	10.8%	---
TOTAL	100%	100%	100%

According to this sample, Olmsted County comes close to the national average in the proportionate number of women in the clerical and sales occupations (39% in Olmsted, is compared to 37% Nationally). The most significant difference is in the group of professional, managerial and proprietary workers. The sample in Olmsted yielded 35% which is twice the size of the North Central regional average (17%) and the national average (17.3%). These figures are in keeping with previous information about the labor force in Rochester. According to the 1960 census figures, 25.5% of Rochester's labor force were engaged in professional, technical and skilled jobs while the total national average at that time was 11.2%. The Mayo Clinic and IBM were considered as the major employers in Rochester in 1960, and this continued to be true in 1970. "Rochester's economy is still based primarily on services and trade." (Rochester Olmsted Transportation Planning Study. Design for Tomorrow. Rochester, Minnesota, May, 1968.) These occupations make up almost half (45.9%) of the Rochester Labor Market between 1960 and 1970.

3. Working Mothers' Monthly Income

Each of the one hundred working women was handed a card which listed a progression of ranges representing monthly income groups. She was asked to indicate which range best described her total gross monthly earnings during the last full month in which she worked. The total range on each card went from "under \$100 per month to \$600 and over", with intervals of \$100. The interviewer was allowed to clarify the question in the following ways:

- a. By saying that the question referred to the mother's earnings, apart from whatever other income her family might have
- b. By saying that the amount referred to the money she earned before deductions, such as social security and income tax deductions, union fees, etc.

Table 17 shows the distribution of income among the women interviewed. The number of responses (as arranged in intervals of \$100 in each category) were evenly distributed with the least number of responses being 10 and the highest 17 in a single category. (Only one respondent refused to reveal her monthly earnings.) Examining these figures more closely by combining different income levels it becomes apparent that the highest percentage of women (35%) earn between \$200 and \$399 per month, as compared to 15% who earn \$600 or more per month and 28% earn less than \$199.

TABLE 17. WORKING MOTHER'S GROSS MONTHLY INCOME
DURING LAST FULL MONTH OF EMPLOYMENT

Gross Monthly Earnings	Number of Responses	
Under \$100	11	28
\$100-199	17	
\$200-299	15	35
\$300-399	17	
\$400-499	14	24
\$500-599	10	
\$600 & over	15	
No response	1	
TOTAL	100	

Other descriptive data is needed about the mother's work situation before interpreting or drawing conclusions about the income distribution in this study. The working mother's earnings depend on several variables, such as, the number of hours, days, weeks and months she works. Also related is the kind of work she performs. As already described, a large number of women worked in the professional group, such as teachers and nurses. This may explain why 25% of the working mothers in the sample made \$500 and more per month.

B. Work Schedule

Several questions were asked of each mother about her work schedule which specifically inquired about the amount of time and when she worked.

1. Number of Working Hours

Eighty-four percent (84%) of the respondents work from four to eight hours in a single working day. Eight percent (8%) work less than four hours a day and another eight percent (8%) work from nine to twelve hours a day. (See table 20.)

2. Times of the Day Women Work

Most of the respondents (70%) worked on a regular day shift, but a considerable number (30%), worked during the other hours of the day or night. A "regular" day shift was defined as those working hours between approximately 8 a.m. and 5 p.m. Among those that worked other than a regular day shift, the largest number, or 13 mothers, worked between 4 p.m. and 12 midnight. Seven worked between 11 p.m. and 7 a.m., five worked between 5 a.m. and 3 p.m. and three worked between 12 noon and 8 p.m. When combining the groups of late afternoon, evening and the "graveyard" shifts, it is apparent that 23% of the sample population work at night or during the early morning hours.

Two women had fluctuating hours and could not specify which shift they worked most often. (See table 18.)

TABLE 18. WORK SCHEDULES: PERCENTAGES OF WORKING MOTHERS BY WORK SHIFTS DURING THE DAY OR NIGHT

WORK SHIFT	PERCENTAGE OF WORKING MOTHERS	
Early (5 a.m.-3 p.m.)	5%	
Regular (8 a.m.-5 p.m.)	70%	
Late (12 noon-8 p.m.)	3%	} 23%
Evening (4 p.m.-12 midnight)	13%	
Night (11 p.m.-7 a.m.)	7%	
Fluctuating or Split Shift	2%	
TOTAL	100%	

When questioning the employers, eight of the ten operated during hours which extended beyond the "regular work day". Half operated around the clock for seven days a week, one operated day and night shifts up until midnight; two operated on regular days plus weekends; and two were open during the "regular" 8 to 5 hours on week days.

Regarding the number of shifts per day, seven employers had two or more shifts each day. Three had only one shift. Two employers had a variety of shifts and indicated that this was particularly advantageous to the working mother because she could pick the shift which best suited her busy schedule.

Only four employers felt that working mothers worked on one shift more than another. Two said that they thought that the working mother preferred the regular day shift and two employers thought that they preferred night shifts so that their husbands could care for the children.

3. Days per Week in Work Schedule

Sixty percent (60%) of the women respondents indicated that they had a regular five-day-a-week job. Thirty-eight percent worked four days or fewer per week and 2% worked more than five days a week (one woman worked seven days a week).

Among the 38% who worked fewer than five days a week, 15% worked two days, 13% worked three days, 9% worked four days and 1% worked one day a week. Table 19, which indicates work schedules, shows that 82% of the women interviewed worked from three to five days a week.

TABLE 19. WORK SCHEDULE: PERCENTAGE OF WORKING MOTHERS BY NUMBER OF WORKING DAYS PER WEEK

No. of Working Days Per Week	Percentage of Working Mothers
1 day	1%
2 days	15%
3 "	13%
4 "	9%
5 "	60%
6 "	1%
7 "	1%
TOTAL: 100%	

82%

4. Times of the Year Mothers Worked

The responses indicated that sixty-six percent (66%) of the mothers worked most of the year while thirty-four percent (34%) worked only part of the year. "The past year" was defined as twelve months prior to the survey, October, 1969 through October, 1970. Of the thirty-four respondents that worked part of the past year, some worked two or more seasons of the year, but their answers revealed that most worked during the fall season, (twenty-three out of the thirty-four part year workers). The number of responses among those women who worked part of the year are listed as follows:

Spring = 10 responses
 Summer = 14 responses
 Fall = 23 responses
 Winter = 12 responses

To summarize the description of the mothers' work schedules (see table 20) 84% or most of the sample population worked from four to eight hours a day, 70% worked regular 8 to 5 shifts, 60% worked five days a week, and 66% worked during most of the past year. Considering the times of day that women worked, the 23% who worked the late afternoon, evening and night shifts would be of great significance to this study in relationship to child care practices. Among the 34% who worked only part of the past year 23 responded that they worked in the fall season, as compared to 14 in the summer, 12 in the winter and 10 in the spring.

TABLE 20. TIME SCHEDULES OF WORKING WOMEN

No. of Days	Percent of Women	No. of Hours	Percent of Women	Time of Year	Percent of Women
1	1%	less than 4	8%	most	66%
2	15%	4-8	84%	part	34%
3	13%	9-12	8%		
4	9%				
5	60%				
6	1%				
7	1%				
TOTAL	100%	TOTAL	100%	TOTAL	100%

C. SOCIAL AND ECONOMIC CIRCUMSTANCES OF THE WORKING MOTHER

Why do mothers of young children work? There are many possible answers to this question. Much depends on individual circumstances. One reason is that they may be single, widowed or divorced and therefore the sole supporter of their children and themselves. A second reason may be that it is difficult to maintain a minimum standard of living on the husband's income, particularly if there is a large family. Others may work so that they can have the luxuries which they could not otherwise afford. Working provides a legitimate excuse for getting out of the house for those women who have "cabin fever". Some women may choose to work so they can keep up their working skills or make use of their specialized training. These reasons are expressed by women in many ways. Some say they work in order to occupy their time more wisely while others may indicate that they simply enjoy having a career.

A particular person may have a combination of the reasons listed above at a given moment in time but those reasons may be different at another time because of changing economic and social circumstances. For instance, a woman may at one time find that she has to go to work because of the sudden death of her husband. After remarrying, if she decides to continue working, she may express the fact that she wouldn't have to work any longer, but that she wants to work because of the satisfaction she gets out of the experience. She still has the responsibilities of motherhood and her income helps to raise the total family income. The important difference, however, is her response to the two situations. She no longer "has to work" (fulfilling society's expectation that she should work to support her family or meet her responsibilities), but can choose to work because of her own preferences, (e.g. self-aspirations and needs for self-fulfillment).

The questionnaire included items which would help describe the working mother's particular social and economic circumstances, such as, her educational and training background, marital status, family income, personal preference and reasons for working and whether or not any particular problems in her family life could be attributed to her working.

1. Education and Training Background

The type and duration of education was varied but it is significant that 63% of the working mothers in the sample population went beyond high school training. 34% received high school diplomas and 3% did not complete high school. 18 women reported that they had some vocational training, 41 had attended college and 4 had attended post-graduate schools (see table 21).

TABLE 21. WORKING MOTHERS EDUCATION:
NUMBER OF YEARS COMPLETED

Type of Training by number of years completed	Frequency of Responses	
<u>High School</u>		
10th grade	2	
11th grade	1	
12th grade	<u>34</u>	37
<u>Vocational or Trade</u>		
1 year	10	
2 years	0	
3 years	<u>8</u>	18
<u>College or University (undergraduate)</u>		
1 year	10	
2 years	7	
3 years	4	
4 years	<u>20</u>	41
<u>Graduate Training</u>		
1 year	1	
2 year	1	
3 years	1	
4 years		
5 years		
6 years	<u>1</u>	4
TOTALS	100	100

2. Marital Status

Most of the respondents in this sample (95%) were married and living with their husbands at the time of the survey. The remaining five percent indicated that they were divorced. None indicated that they were separated, widowed or single.

3. Respondents' Income and Sources of Other Family Income

Only two of the 100 people interviewed indicated that their income was the sole support of their family. The other 98% indicated that they had other income in addition to what they earned from their jobs.

Ninety-four of these women responded that their "other income" came from their husbands' earnings. Three were receiving A.F.D.C. supplementary grants. Two were receiving alimony or support from their divorced husbands. The remaining two had other sources of income, such as interest from investments, property rentals, inheritance, etc.

Each respondent that indicated that she had some income, in addition to what she earned, was handed a card which listed a progression of possible ranges of monthly income levels. She was asked to choose the range which best described the average total family income per month.

The range selected most often was between \$1000 and \$1199 per month (or, 28 out of 88 responses). Ten people did not wish to reveal their total monthly income. Among the 88 families, however, the average (mean) income per month was \$1089.84, with a median income of \$1106. (See table 22.)

TABLE 22. AVERAGE MONTHLY FAMILY INCOME

Average Monthly Family Income	Frequency of Responses	
Under \$200	0	
\$200-399	1	
\$400-599	4	
\$600-799	10	
\$800-999	16	
\$1000-1199	28	
\$1200-1399	10	Mean = \$1089.84
\$1400 or more	19	Median = \$1106.00
		Mode = \$1099.50

4. Reasons for Working and Personal Preferences About Working

The respondents were asked, "What are (or were) your main reasons for working?" There was a total of 129 responses to this question. (More than one response was allowed.) The number of responses were almost equally divided between working for money and non-economic reasons.

Among the 67 that said that they wanted the money, 73% indicated that they needed it for family support or for their basic needs, e.g. food, clothing, etc. The other 27% wanted the extra luxuries, which would not otherwise be possible.

There were a good number of replies, however, which referred to reasons which were other than monetary. These responses expressed what the working mother wanted for herself, as opposed to what she wanted for others, e.g. her family. These self-oriented expressions were said in many different ways. Consolidated, however, there were three main categories which included all of these statements:

....For variety, which included "to keep up with the world", "To get out of the house", "To meet other people", and "To use my time in a better way".

....Keeping up work skills and training.

....Self-satisfaction, e.g. "I enjoy my work", or, "For self-actualization".

Among the 62 self-oriented responses, as listed above, one-half said that they enjoyed working. Twenty wanted the variety and ten wanted to keep in practice within their field of interest.

A similar question was asked of the employers: "From your experience, what would you say are the main reasons that most women who have young children work?" Their answers revealed that most employers see their women employees as working for the money so that they can supplement family income and provide for basic family needs. One employer indicated that his women employees worked for extra luxuries. And one employer thought that most women work in order to put their skills and training to use.

The women were then asked if they would prefer to work or not to work. Sixty said they would rather work and 38 said they would rather not work. Two did not respond. If they had their choice, most of those who would rather work would do so not for the money but for self-oriented (non-economic) reasons as listed above: 6 wanted the additional income; 27 wanted the variety; 24 enjoyed their work; and 8 preferred to work because of their wanting to keep up their skills and make use of their training; total of 65 responses.

Of the women who would prefer not working, many gave strong indications that they would rather be home with their children (29 out of 36 responses or 80%). The other seven would rather not work because they wanted to put more effort into housework, or they wanted more leisure time and a less complicated life.

Closely related to why a woman might prefer not to work and perhaps generally related to all working mothers, was the question of whether or not they felt that their working away from home caused any special family problems. Seventy-eight percent did not experience any extraordinary problems ("any more than usual") with their family because of their working. Those that did experience problems gave the following examples of what they saw as problems:

TABLE 23. SPECIAL FAMILY PROBLEMS BECAUSE OF THE MOTHER WORKING

Special Family Problems	Frequency of Response
Not enough time for family	9
The children miss their mother	4
The mother is more irritable	4
The husband gets disturbed over inadequate housekeeping	2
The husband hates to be tied down with the children while the mother works	2
TOTAL	21

The question about family problems was an open-ended question and the interviewer wrote down exactly what each respondent said. It had been anticipated by the writers of this report that some mothers might express that they had experienced special behavior management problems with their children. None of the working mothers expressed this particular problem, except that their children missed them when they went away.

In light of the above reasoning, the ten major employers were asked if they thought the possibility of juvenile delinquency occurring in families where the mothers work was greater, the same as, or less than other families. Five employers felt that the rate of juvenile delinquency would be no different in families where the mothers worked from families where the mothers stayed home. Four felt that the occurrence of juvenile delinquency would be greater in the homes of the working mothers. One employer said that he had no idea and wouldn't attempt to guess.

More research could be conducted in this area of what problems may occur in the family when the mother is working outside the home. Some of the aspects worth further exploration might be:

- What major adjustments do individual members of the family have to make when the mother goes to work?
- How does the mother cope with the additional demands upon her time and energy when she goes to work?
- Where and what resources in the community are geared to strengthen family functions when stress occur?
- Do young children suffer from the experience of being separated from their mothers and does the child care arranged offer the appropriate supplement?

Section III

ANALYSIS OF THE RELATIONSHIPS BETWEEN CHILD CARE ARRANGEMENTS AND THE MOTHERS WORK SITUATIONS

Introduction

There are many factors about work situations of mothers which have a direct bearing on the kinds of provisions they make for the care of their children. To gather appropriate information about work situations and about child care, ten major employers were interviewed in addition to the 100 working mothers. This section includes much of the information learned from the employers and analyzes and compares the answers given by the employers and the mothers.

As mentioned previously, there were noticable differences between what child care arrangements mothers had made and what they said they would prefer. Why the discrepancy? Are there factors in the woman's work situation which influence her decisions about choice of child care arrangements? Or are these the best arrangements available, though she wishes they were better?

These questions raise others. Do social and economic factors influence choice of child care? What role is played by the employer when hiring and supervising women? How aware and knowledgeable are employers about problems that working mothers may experience? Are more day care services needed or desired? Do existing services need to be improved? Who should be responsible for planning, financing and administering quality child care services?

In order to find any answers it is important to study each area separately and then combine and analyze the inter-related variables. This section will describe some of these inter-related elements.

A. Comparison of the Mothers Social and Economic Circumstances and Her Child Care Arrangements

1. The Mothers' Education and Her Child Care Preference

No matter what amount of education or special training they had, there was agreement between most mothers in the sample that they would prefer to have their children cared for in their own homes. Slightly more women with high school or vocational training selected group day care over those with undergraduate or post graduate experience. (See Table 24.)

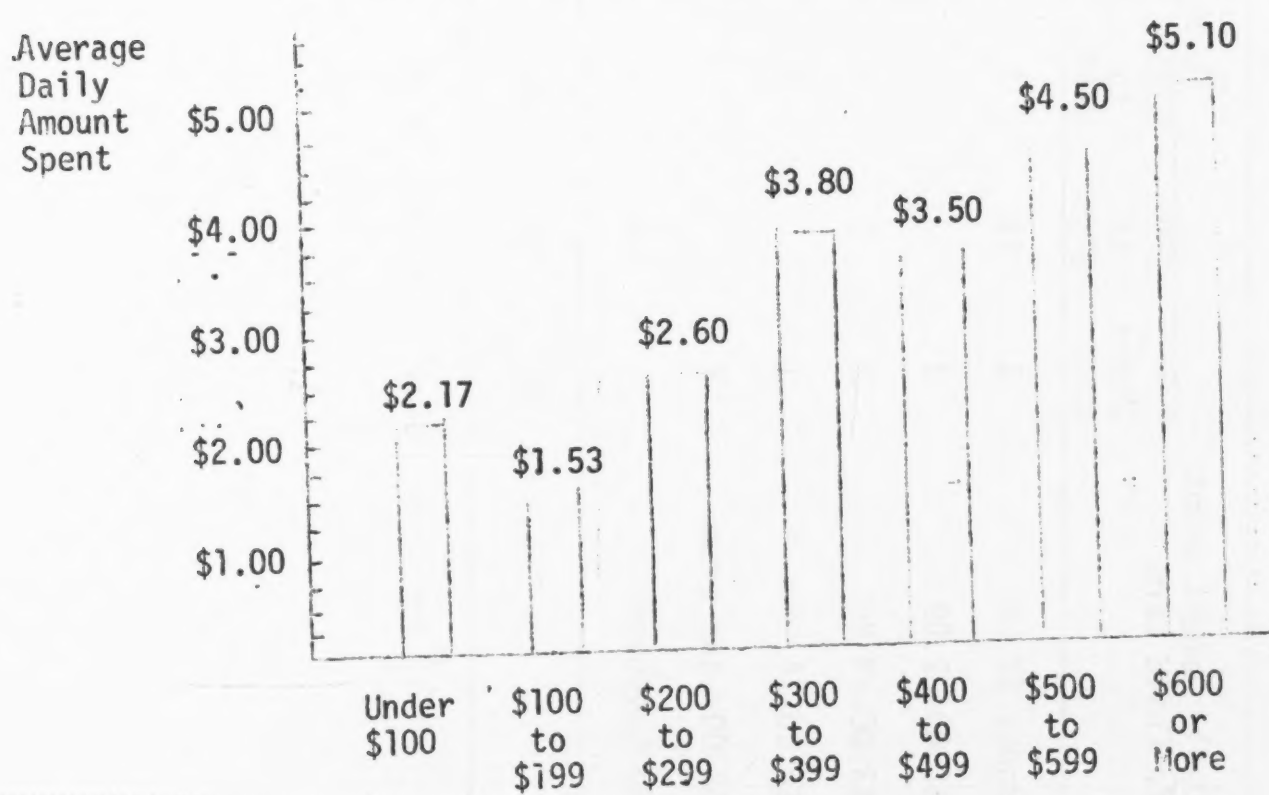
2. The Mother's Income and the Amount Spent on Child Care

The more money a mother earns, the more she is apt to spend on child care. (See Table 25.) There were 19 women who earned more than \$600.00 per month and 50% of them spent an average (median) of \$5.10 per day for child care. (See Table 26.) The range in average amounts spent on child care, from the mothers with lowest incomes to the highest, ran from \$1.50 per day to \$5.10 per day. Among all women the majority of them spent \$3.20 per day.

TABLE 24. THE MOTHER'S EDUCATION AND HER CHILD CARE PREFERENCE

Preferred Child Care Arrangement	Educational Level of the Working Mother				Total
	Sr. High	Vocational	College	Grad. Sch.	
Care in Own Home by:					
Relative	11	9	15	3	38
Nonrelative	10	1	11	1	23
Care in Someone Else's Home by:					
Relative	1				1
Nonrelative	4	1	5		10
Other:					
Group Care Ctr.	8	4	3		15
Combination of Above	3	3	7	4	13
Total	37	18	41	4	100

TABLE 26. AVERAGE (MEDIAN) DAILY AMOUNT SPENT FOR CHILD CARE AND MOTHERS MONTHLY INCOME



Mothers' Monthly Income

TABLE 25. THE MOTHERS INCOME AND THE AMOUNT SPENT ON CHILD CARE

Daily Amount Spent On Child Care	Working Mothers' Monthly Income							
	Under \$100	\$100 to \$199	\$200 to \$299	\$300 to \$399	\$400 to \$499	\$500 to \$599	\$600 or More	No Response Total
Under \$2.00	3	10	7	3	4	2	3	32
\$2.00--2.99	3	3		3	1		1	11
\$3.00--3.99	2	2	3	3	4	2	1	17
\$4.00--4.99	1		3	5	3	1	1	14
\$5.00--and over	2			3	2	4	8	19
No Response		2	2			1	1	7
Total	11	17	15	17	14	10	15	100
M dian	\$2.17	\$1.50	\$1.90	\$3.80	\$3.50	\$4.50	\$5.10	\$3.20

3. Family Income and the Amount Spent on Child Care

In analyzing daily expenditures for child care by family income groups it was found that an average of \$1.50 per day was spent by families with lower incomes and \$3.80 per day by families with higher incomes. The mothers who earned the most money were divided among the various family income groups. (See Table 27.)

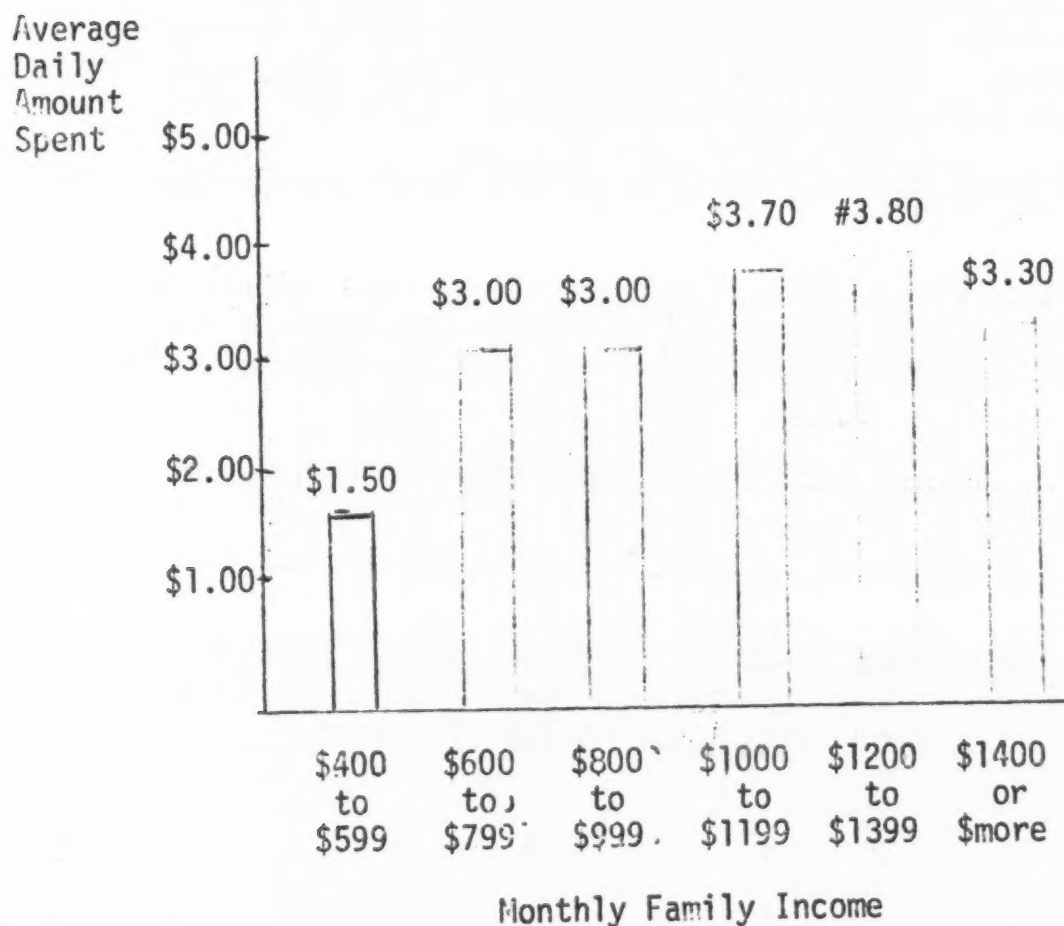
As seen in Table 28, most families in all income groups spent between \$3.00 and \$3.80.

In summary, regardless of educational background, working mothers prefer in home care above all other choices. Those women who earn more, are willing to pay more for care and family income has little influence on cost for care.

TABLE 27. FAMILY INCOME AND AMOUNT SPENT ON CHILD CARE

Daily Amt. Spent on Child Care	Monthly Family Income							No Resp.	Total
	\$200 to \$399	\$400 to \$599	\$600 to \$799	\$800 to \$999	\$1000 to \$1199	\$1200 to \$1399	\$1400 or More		
Under \$2.00		2	4	7	6	3	5	5	32
\$2.00--2.99			1	2	3		4	1	11
\$3.00--3.99			2	2	5	2	2	4	17
\$4.00--4.99		1	1	4	5		2	1	14
\$5.00 & over			2	1	6	4	6		19
No Response	1	1			3	1		1	7
Total	1	4	10	16	28	10	19	12	100
Median		\$1.50	\$3.00	\$3.00	\$3.70	\$3.80	\$3.30	\$3.00	\$3.20

TABLE 28. AVERAGE (MEDIAN) DAILY AMOUNT SPENT
FOR CHILD CARE AND FAMILY INCOME



B. The Employer's Concern, Knowledge and Attitudes Regarding the Working Mother and Her Child Care Arrangements

1. The Employer's Knowledge of Working Mother's Young Children

Among the 100 working mothers interviewed, 93 said that their employers knew that they had young children at home. Three said the employer didn't know and four gave no response. Among the three respondents who said that their employer's did not know they had young children, two said, "He didn't know because I didn't tell him."

The ten selected employers were asked if they inquire about prospective employees having young children. Eight of the employers requested such information, and two did not. When asked why they wanted or did not want such information, five indicated that they thought this was important information needed for evaluating and appraising an individual in terms of dependability and may even be an important factor in helping them decide whether or not they would hire the person. Some specified that they wanted to know whether child care would present certain problems and they wanted to be assured that these matters were solved before they hired them. One of these five employers went further to explain, however, that he felt that married women with a family were more dependable than single women without such family obligations and thought that he would hire a married,

more established, woman rather than a single person. "Rochester is unique," said another employer, "in that there is an unusually large proportion of young single women who stay for a short time and soon leave for greener pastures to find themselves a man." In Rochester, there are almost twice as many females as males between the ages of 15-24. (ROTPS Survey -p.,6) This employer also felt that married women, regardless of how old their children might be, were more dependable.

Three employers said that they ask women if they have young children for no particular reason except to have such information in their records. The remaining two haven't asked women for such information because they felt that it was not important as it is not a factor in their hiring practices.

The employers were asked if they thought that some women might withhold information about having young children. Nine felt that prospective employees would not withhold such information and one said that they would.

When hiring and supervising employees, it is standard for an employer to consider rates of absenteeism, turnover and the training of new personnel. Half of the employers in Rochester (5 out of 10) said that they thought that mothers of young children were absent from work more often than their other employees. Three employers felt that that rate of absenteeism was the same among all groups of employees. Two employers did not have absenteeism rates documented and therefore, could not respond to this question. Only one employer had figured out the rates of absenteeism for the various categories of his employees, e.g. men v.s. women, ages, and longevity. Three employers felt that the average mother stayed home from work at least once a year because of child care problems. Two felt that the average mother stayed home "a few times a year" and two said "once a month." Three said they didn't know.

None of the employers had figured out the cost of absenteeism (work days lost) among their women employees who had young children.

Regarding turnover, half of the employers noticed no appreciable difference between working mothers and other employees. Four said that the turnover rate among working mothers is greater and one said that working mothers had less turnover.

Although four of the employers had figured out that the cost of training personnel, varied from \$350 to \$500 per month they did not relate this to the turnover among women with young children as compared with other employees.

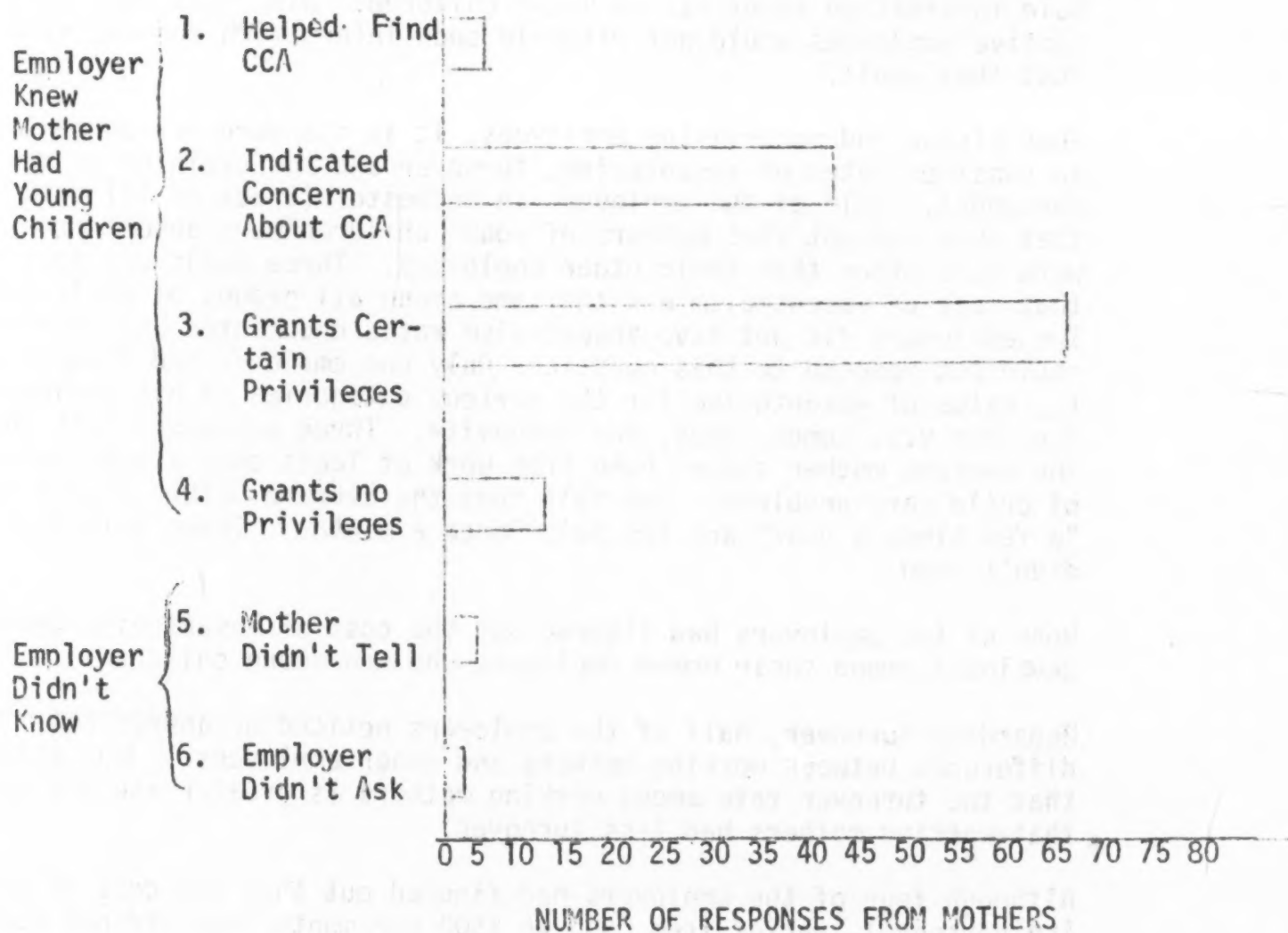
2. The Employer's Role Related to Child Care Arrangements

If the employer knew about the children, the mothers were asked to indicate his involvement by choosing among the following, (more than one response was allowed):

The employer knew that the working mother had young children:

- 1....but grants no privileges, such as time off, etc.
- 2....and grants certain privileges because of this
- 3....and indicated some concern about how they were being cared for while the mother works
- 4....and was helpful in selecting the type of care for them while the mother worked

TABLE 29. COMPARISON OF THE CONCERN AND INVOLVEMENT OF THE EMPLOYER WITH CHILD CARE ARRANGEMENT PROBLEMS AS VIEWED BY WORKING MOTHERS



a. Extra Privileges at Work Because of Child Care Problems

Among the working mothers who indicated that their employers knew they had young children, 66% indicated that their employers granted them certain privileges, such as flexibility of hours, extra time off, sick leave, extra telephone calls, etc. However, in contrast to the working mother's statements, only 30% of the employers said that they do allow extra privileges and qualified their responses by saying that such privileges were not much more than among their other employees. The seven employers that allowed no extra privileges usually remarked that they had rather strict policies in this regard and that they attempted to treat all employees equally by not favoring one group over another.

Related to the matter of the working mother being allowed extra privileges at work is the question of what the mother did or what she planned to do if and when her child became ill or had an emergency situation. The largest proportion (42%) said that they had stayed home from work without pay and 26% said they had stayed home with pay or were able to use sick leave or vacation time.

The remaining 32% said that they had relied on others, e.g. relatives, friends, neighbors, babysitters, to care for the child while they continued to carry out their responsibilities at work.

When comparing the answers of the employers, it is apparent that the working mother feels she gets some extra consideration because of child care problems, but actually she competes equally in the labor market with her peer employees and usually adheres to established employment policies.

b. Concern and Active Participation of the Employer Regarding Child Care Problems of the Working Mother

Almost half (49%) of the working mothers responded that their employers expressed concern about how they would care for their children while they worked or were helpful in finding appropriate care. 43 said that their employers had expressed concern about their child care arrangements and 6 had received some assistance from their employers in finding child care arrangements.

The interviews with the employers revealed that 40% of them asked what child care arrangements a prospective employee would make. One employer out of ten indicated that he had helped some of his prospective employees (during the last six months) to find appropriate child care by suggesting various alternatives and resources available.

Examining the level of involvement of the employer with the mother's child care plans, there is agreement between how the working mother views her employer's behavior and how the employer sees his own behavior. Although a larger percentage of mothers said that their employers asked if they had young children, the ratio between the mother's responses and the employers' responses is fairly close. (See Table 30.)

TABLE 30. COMPARISON OF MOTHERS' RESPONSES AND
EMPLOYER'S REGARDING CHILD CARE ARRANGEMENTS

Level of Employer's Involvement	Percentage of Working Mothers' Responses	Percentage of Employer's Responses
1. Employer asked if the prospective employee had young children	93%	70%
2. Employer expressed concern about CCA	43%	40%
3. Employer helped finding CCA	6%	10%

c. Comparison of the Employer's Concern about Child Care Arrangements and the Occupational Classification of Working Mothers

When comparing the responses of working mothers to their occupational classification and the concern or involvement on behalf of the employer, there appears to be a significant difference among the four major occupational classifications. For definition see Section II which gives the breakdown of Occupational Classifications. When designing the questionnaire, there was no previously documented evidence or study known by the researchers which indicate that one occupational level received any more consideration from employers than another, especially in regard to the working mother with young children. One line of reasoning might be that the professional, career woman, might receive more favorable attention by her employer than, say, the assembly worker, because the career woman may be more difficult to replace if she had to quit her work because of child care problems.

Following this line of reasoning, the employer might be a little more flexible or lenient in order to keep her. And, perhaps, he might be more careful before hiring her to be assured of the fact that she has made sound child care plans. The results in this study sample indicate that this is not necessarily the case.

See Table 31 for a complete breakdown of the working mother's responses according to her occupational classification and how she viewed her employers concern about child care arrangements. There is considerable variation among the occupational groups.

TABLE 31. COMPARISON OF MOTHERS' VIEWS OF THEIR EMPLOYERS' CONCERN
WITH MOTHERS' OCCUPATIONAL LEVEL

Mothers' Views of Employers' Concern About Child Care Arrangements	WORKING MOTHERS' OCCUPATIONAL CLASSIFICATIONS				Frequency of Responses
	Professional Managerial Proprietary 35 women	Sales and Clerical 39 women	Craftsman Operators Laborers 8 women	Service Workers 18 women	
The Employer does not know about Mother's Young Children:		1(2.6%)			1
- because he didn't ask					
- because the mother didn't tell him	1(2.9%)			1(5.6%)	2
The Employer Knows about the Mother's Young Children:					
- but allows no privileges	6(17.1%)	5(12.8%)	2(25%)	5(27.8%)	18
- and allows privileges	22(62.9%)	29(74.4%)	6(75%)	9(50.0%)	66
- expressed concern about CCA	14(40.0%)	19(48.7%)	4(50%)	6(33.3%)	43
- was helpful in finding CCA	3(8.6%)	1(2.6%)		2(11.1%)	6
No Response	2(5.7%)	1(2.6%)		1(5.6%)	4
Total Number of Responses 140					

These responses were rated by the researchers on a scale from one to four by what appeared to be most favorable working conditions and what appeared to be least favorable. (See Table 32.) Using this rating system, those who were classified as craftswomen and laborers saw themselves as having the most favorable conditions.

Most Favorable: Craftsmen and Laborers
 Second Most Favored: Sales and Clerical
 Third Most Favored: Managerial and Proprietary
 Least Favored: Service Workers

TABLE 32. RATING THE PERCENTAGE OF WORKING MOTHERS BY OCCUPATIONAL CLASSIFICATION AND THEIR VIEW OF THE MOST FAVORABLE TO LEAST FAVORABLE WORKING CONDITIONS RE: EMPLOYER'S CONCERN ABOUT CHILD CARE

Employers Concern About CCA	WORKING MOTHERS' OCCUPATIONAL CLASSIFICATION			
	Professional Managerial Proprietary	Sales & Clerical	Craftsman & Laborers	Service Worker
No Privileges	2	1	3	4
Allows Privileges	3	2	1	4
Expressed Concern	3	2	1	4
Helpful in Finding Child Care Arrangements	2	3	0	1
Total	10	8	5	13
Average Total Score	2.5	2	1.66	3.25

1 = Most Favorable Working Conditions
 2 = Second Favored
 3 = Third Favored
 4 = Least Favored

d. The Influence of Child Care Arrangements on the Working Mother's Choice of Work.

A majority of the women (61%) felt that their choice of work situation (e.g. hours of the day, number of days per week, and job level), was in no way influenced by the type of child care arrangement they were able to make. In other words, they were able to choose a job which was appropriate to their capabilities, training, interests and work aspirations and were able to find

child care which agreed with their work schedule.

However, 39% of the women workers felt that their choice of work was influenced by the kind of child care arrangement they were able to find. Among these 39 women, 26 felt that child care arrangements influenced the amount of time, hours of the day and number of days per week they could work. 3 responded that they had to take lower paying jobs than they would have taken ordinarily because of difficulties in finding appropriate child care arrangements, and indicated that there was conflict in scheduling both work and child care arrangements. 8 said that they would not work at all if they could not find satisfactory child care arrangements.

Several possibilities for exploring this aspect further might include:

1. Whether or not those women who felt that their child care arrangements did not influence their choice of work had much difficulty in finding adequate child care arrangements. Do they consider themselves lucky to have found the right child care arrangement for their children or were there ample resources available?
2. If pressed for a choice in respect to working where and when they wished and finding the best child care and setting up a work schedule (regardless of choice of work) around such child care, which would they choose? In other words, what is most important to them at the time, good day care for their children, or holding down the right job which suits them?

e. The Quality of Child Care and It's Influence Upon the Mother at Work

94% of the mothers responded that their particular child care arrangements allowed them to concentrate on their work without worrying about how their children were being cared for in their absence. 6 respondents replied that they had difficulty in concentrating on their work because of their concern for their children.

The question, "Do your day care arrangements allow you to concentrate on your job without having to worry about your children?", implies that a positive answer would indicate satisfaction with the child care arrangements made. When asked to rate their child care arrangements (excellent, good, fair or poor), mothers' answers corresponded to their feelings about how well they were able to concentrate on their jobs. Ninety-four rated their child care arrangements as excellent or good (66 excellent and 28 good) and six rated their child care arrangements "fair." No one gave a rating of "poor."

The question of the mother worrying about her children while working, is related to the question of to what degree is this concern

or worry communicated to the employers? Those women who can't concentrate on their work might make more personal phone calls to find out how the children were getting along. The quality and quantity of their work might also noticeably suffer. 30% of the employers indicated that they were aware of the difficulties their working mothers had in finding adequate child care arrangements. Most of the employers (70%) said that no special problems around the quality of child care had ever been communicated to them.

The fact that none of the working mothers rated their child care arrangements as "poor" would be a worthwhile question for further study. Why did they answer this way? Does a mother feel guilty about leaving her child in someone else's care while working? Is she, therefore, not able to openly admit that her particular child care arrangement is of poor quality or undesirable? What are parents' criteria for determining what is good child care? Do they know what kinds of things to look for when selecting a person or program? Would the working mother become more critical of the quality of care her child was receiving if she was offered more choices from which to select? Would she take the time to shop around for the best service? The writers of this study are aware of many programs throughout the country that provide care that is below minimum standards. Despite the efforts of licensing authorities it has been almost impossible to upgrade some day care operations. Perhaps if the consumers of day care services (the parents), were more knowledgeable about what constitutes good day care and demanded better service, the program operators would make a more concentrated effort to improve.

If indeed working mothers feel guilty about leaving their children, what are the implications around this issue which might be considered by employers when hiring or supervising their employees? Such information may enable an employer to understand some of the social-psychological factors which have a direct influence on work output. Should employers take an active role and if so what can they do to help mitigate problems which affect the working mother?

f. Comparison of the Employer's Knowledge and the Mother's Knowledge About Day Care Services

Both sample populations (mothers and employers) were asked the same series of questions regarding their acquaintance with seven different kinds of day care services. The results from the two samples had a high correlation. Respondents were most familiar with Nursery Schools. Family day care and After School Care were the least known. (See Table 33.) Roughly 50% knew "quite a lot" or "some" about all the day care services. The other half knew "Very little" or "nothing." Because Nursery Schools are sometimes not classified as "Day Care" by some authorities (because of the strong emphasis on educational components), an extra computation was done in Table 33 which excluded this category. Comparing the separate totals, an emphasis on the lack of knowledge about day care is seen.

Another measurement of day care knowledge was administered by asking if each type of service existed or not in their county. (See Table 34.) The results were the same as above.

Of particular interest, however, was the response to, what might be called, a "trick question." 15% of the mothers and 20% of the employers said that Head Start does exist in Olmsted County. It doesn't. Either the respondents were trying to prove their knowledgeability without knowing the facts, or they really thought that Head Start did exist in their county. This could be due to the amount of publicity this particular program has had, for comparatively more people had heard or read more about Head Start than other types of services that have been around for a longer period of time.

TABLE 33. COMPARISON OF EMPLOYERS' KNOWLEDGE AND THE MOTHERS' KNOWLEDGE ABOUT DAY CARE SERVICES

Day Care Services	AMOUNT OF KNOWLEDGE ABOUT DAY CAPE SERVICES							
	"Quite A lot"		"Some"		"Very Little"		"Nothing"	
	Mothers	Empl.	Mothers	Empl.	Mothers	Empl.	Mothers	Empl
Nursery Schools	51% *	70%*	39%	20%	7%	10%	3%	-
Day Care Centers	23%	10%	48%	60%	20%	20%	9%	10%
Head Start	30%	30%	35%	40%	18%	-	17%	30%
Day Act. Center	14%	20%	36%	40%	13%	20%	37%	20%
Homemaker Serv.	14%	30%	29%	40%	18%	10%	39%	20%
Family Day Care	8%	-	19%	30%	26%	40%	45%	30%
After Sch. Care	1%	-	8%	10%	7%	20%	84%	70%
Total Average %	20.14%	22.85%	30.57%	34.28%	15.57%	17.14%	33.42%	25.71
Total Average % (excluding Nursery schools.)	15.00%	15.00%	29.16%	36.66%	17.00%	18.33%	38.50%	30.00

* Percentages out of a total of 100 working mothers and 10 employers.

TABLE 34. COMPARISON OF EMPLOYERS' KNOWLEDGE AND THE
MOTHERS' KNOWLEDGE OF THE EXISTENCE OR NON-
EXISTENCE OF DAY CARE SERVICES IN OLMSTED COUNTY

Day Care Service	KNOWLEDGE OF DAY CARE SERVICES:					
	"DOES EXIST"		"DOESN'T EXIST"		"DON'T KNOW"	
	Mothers	Empl.	Mothers	Empl.	Mothers	Empl.
Nursery Schools	85%	100%	7%	-	8%	-
Day Care Centers	74%	90%	6%	10%	20%	-
Head Start	15%	20%	23%	40%	62%	40%
Day Activity Ctr.	49%	60%	11%	-	40%	40%
Homemaker Serv.	54%	80%	5%	-	41%	20%
Family Day Care	35%	60%	5%	-	60%	40%
After Sch. Care	10%	10%	12%	-	78%	90%
Total Average %	46%	60%	10%	8%	44%	32%

g. The Employers' Attitudes About Day Care

Five employers answered as most people do when they said that they honestly didn't know if there were enough Day Care Services in their community. There were four that thought there were enough services and added that they "had no problem in this regard." Only one employer responded that more day care services were needed. He said, "This is a definite problem when hiring women."

One employer had at one time considered providing day care to his employees as a fringe benefit. Four employers thought that business and industry should play a greater role in the field of day care while six didn't see day care as important to subsidize. More than half of the employers saw the state government as being a more appropriate source of revenue than the Federal Government.

The reactions of the employers to the interview were varied, but generally speaking, they appeared to gain interest as the interview progressed. Perhaps they became less threatened as they learned that this was not an attack and that the questions related to their problems and concerns. Their reactions were more apologetic in nature. Some wondered if they had helped at all and said they were surprised at how little they knew about day care. Their curiosities, on the whole, were aroused and they requested copies of this report.

SUMMARY OF THE FINDINGS

This study was conducted in Olmsted County, Minnesota, for the purposes of documenting and understanding what child care arrangements working mothers made and what factors influenced their choices and preferences. Such information was needed by local citizens, professional people and service agencies, who will be responsible for designing and planning for future comprehensive community services to children and their families.

To obtain the desired information, two separate questionnaires were designed: one for the working mother of preschool age children; and the other for the employer, who hired a high percentage of women. A total of 100 working women were selected for interviewing by using a random sample method. 20 interviews were conducted with working women who lived in the rural (farm) areas of the County, based on the 1969 School Census reports that 20% of the preschool children were rural residents. 80 working mothers were from the four quadrants of Greater Rochester. A total of ten major employers were selected for interviewing on the basis of their being representative of ten industrial classifications and their having the highest number of women employees within each classification. Eight of the ten employers hired more women than men.

The County of Olmsted and the City of Rochester present a wide variety of life situations for the social researcher to observe. Although located in a primarily rural setting, Rochester, with its highly developed medical and business industries, is a well established cultural, technical and business center, which attracts people and commerce from around the world. In many respects, Rochester is an unusual city and the reader should keep this in mind when considering the specific findings of this study. Certain facts may very well be applicable or true of other communities, but this study is intended to describe and relate what was found regarding only a portion of a population within Olmsted County. That is, these findings describe the situations of working women who have preschool age children and are residents of Olmsted County.

A. The Children and the Provisions for Their Care

This study revealed that the process of documenting and describing child care provisions is, in itself, complicated. The complexity increased in direct proportion to the variety of arrangements, the number of children per family and the number of separate arrangements a mother made for each of her children. This study described three basic types of child care arrangements: 1. Primary, 2. Secondary, 3. Multiple.

Among the 100 families, there were 274 children below 19 years of age and 142 children below 6 years of age. This study concentrated on the latter age group, or, the preschool age children.

Most (67%) of the mothers had only one preschool age child. The remaining 33% had from two to four preschoolers.

All 100 mothers had made primary child care arrangements for their children (which was one criterion for being selected for interviewing). 36 mothers made secondary arrangements for their children. In other words, 51 preschool children had more than one child care arrangement on a regular basis. 28 of the 33 mothers who had from 2 to 4 children made one arrangement for their children, i.e. having one person caring for all children from one family at the same time. The remaining five mothers made multiple child care arrangements, and three of these five mothers made both primary and secondary arrangements for each of their children. Where a mother was making up to eight or nine different arrangements for her 4 preschoolers, the system was still found to be inadequate and 3 (possibly 4) of the children were left alone for certain periods until the mother came home from work. Among those who were making secondary arrangements, there were only four children left with their 11 to 13 year old siblings.

Where are the children and who cares for them while their mothers work? Regarding primary child care arrangements only, 93% of the children were cared for in their own homes or in someone else's (46% in their own homes and 47% in someone else's). Only 5.6% of the children under 5 were in group day care centers, compared to a national average of 7.7%. Where children were cared for in their own homes, half were cared for by their fathers. This meant that in 21% of the homes, the parents were working on two separate shifts.

One of the most significant findings was that 60% (and very possibly more) of the children, who were cared for in homes of non-relatives, were in homes which were not licensed. (This involved 34 out of 56 children in the sample).

Most children in the sample were away from their mothers on a full day and regular basis: (a) 88% of the children from 4 to 8 hours and more per day; (b) More than half of the children (57%) for 5 days and more each week, with an average of 4.13 days per week.

The average amount spent for child care, where fees were involved, was \$3.84 per day, or \$15.85 per week. 50% of the mothers said they would be willing to pay more (from \$4 to \$6 per day) if they could have the type of care they preferred. 61% of the total sample wanted to keep their children in their own homes. Cost did not seem to be as important as other factors when mothers revealed the criteria they used in evaluating their child care arrangements. Convenience to the mother was most important. Also of importance to the mothers was the happiness of the children and the personal attributes of the people caring for the children. Preference for having their children in a home-like atmosphere and social stimulation for the children were also important reasons given.

Only three mothers mentioned that they particularly liked their child care arrangements because of the educational value for their children and only one mentioned that this was the most important reason for choosing a child care arrangement. When looking for someone to care for their children, only 10% used community information services, such as newspapers or agencies. Of those who did ask for help (54 mothers), most relied on their friends,

relatives and neighbors.

Although 94% of the mothers rated their child care arrangements as "excellent, or good", 44 of them would prefer a type of arrangement other than what they presently had. Their strongest desire was to have a sitter come into their own homes (as expressed by 61%). This was seen to be the most convenient, although it would be more expensive. The strongest desire to keep what child care arrangements they had was expressed by those mothers whose children were cared for in their own homes and by those mothers whose children were in group care facilities. The least desired arrangement, if they had a choice, would be to have their children in homes of relatives or nonrelatives. In contrast, almost half the children had primary arrangements in someone else's home, which revealed a marked difference between existing situations and what would be most desired.

It had been strongly implied, before conducting this study, that transportation problems may be an important factor which prevented parents from using the existing group care programs. The results of this study indicated that only 5% of the mothers felt that if a group care center were provided at a reasonable cost at some distance from their home, transportation would be a problem. If transportation were to be provided to these five families, almost half of the sample population would be willing and able to use such a group care facility. The other 50% stated they would not want their children in a group care center.

Less than half (42%) had considered using child care services and then decided not to. They thought such services were too expensive, not convenient, or found that such services were not located in their area. A few mothers (6) had erroneous information about group care. They thought that day care centers could serve only the poor and didn't think their children would qualify. Only two mothers found that lack of transportation prevented them from using existing services.

B. Mothers' Work Situations and the Implications Regarding Child Care Arrangements

Although exact information could not be obtained regarding the number of working women who had preschool age children, the employers, collectively, estimated that roughly 7% (and very possibly more) of their women employees fit this description. Hopefully, this information will be more reliably reported in the 1970 U.S. Census Report. Previous studies revealed in Olmsted County that the concentration of working women was the highest in the City of Rochester, where 45.5% of the labor force were women.

88 of the 100 mothers interviewed were working outside their homes at the time of the survey. The remaining number (12) had worked during the past year, but were not currently employed. Most of the women in the sample were holding down full-time jobs. 62% worked 5 days and more per week, and 92% worked more than four hours per day. 66% were working year round. Although 3/4 of them worked a regular day shift (8 a.m. to 5 p.m.), 20% had jobs that involved working between 5 p.m. and 7 a.m., the night-time shifts. This study revealed that the chances of a mother going to work

when her children were between the ages of 3 and 5 were 1 1/2 times greater than when her children were below age 3.

Most of the women in the sample population (63%) had education and training experiences beyond high school. Compared to regional and national averages, this particular sample of residents of Olmsted County had twice as many professional women in the labor market (35% in Olmsted and 17% at the regional and national levels). 39% of the women made over \$400 per month, with most earning between \$200 and \$400 per month. The average (mean) monthly family income, which included the mothers' earnings, was also relatively high, \$1,089.84 per month. This study revealed that there was very little correlation between the educational level of the working mother and the type of child care arrangements she made or preferred. Family income, also, did not seem to be an influencing factor. However, the more the mother made on her job, the more she was apt to pay for child care. Regarding the type of child care preferred, most women, no matter what educational level, preferred to have their children at home while they worked. However, those with high school and vocational training saw group day care as more preferable than those who had college educations.

According to the women respondents, they work primarily for money to supplement the basic family income. There were 5 women who were divorced, and only two of these were sole supporters of their family. Three were receiving A.F.D.C. supplements. The employers agreed that usually women worked to supplement basic family income.

If given a choice of whether to work or not, most women would rather work; (60%) because of their own personal reasons and satisfactions they get from working. 38% said that they would rather not work and would prefer to stay home with their children. Relatively few (21%) mentioned that they had any family problems resulting from their absence from home, most of these said that they wanted more time with their families.

For the most part, the employers expressed some concern about child care arrangements and problems of the working mother. Most employers did not see that this was much of a problem, however, and did not see themselves as playing much of a role in the child care picture. The mothers saw their employers allowing more privileges than what the employers actually confirmed. This study concluded that most working mothers have to compete on an equal level with all others in the labor force. They must appear to have solved their child care arrangements on their own and seldom communicate having difficulties in this area to her employer. Many of the employers felt that they would hire working mothers over single women because of greater dependability. 94% of the women had rated their child care arrangements as excellent or good and the same number said that they were able to concentrate on their work without having to worry about their children. According to most employers, work performance and dependability of the working mother was not strongly affected or associated with her child care arrangements.

Both sample populations were asked to judge themselves on how knowledgeable they were about various community child care services. The division be-

tween knowing "quite alot" or "some" and knowing "very little" or "nothing" was about 50-50.

The best known were nursery schools, day care centers, and Head Start. The least known were after school care, family day care, homemaker services and day activity centers for the mentally retarded. It was evident from comments from both the working mothers and the employers, as reflected by the interviewers, that those who admitted not knowing very much about child care services had their curiosities aroused and wanted to be better informed.

Although some employers would be interested in being more involved in the day care field, they expressed that state level involvement would be more acceptable to them than to consider federal participation.

Conclusions

"The phenomenon I refer to... is the tidal wave of craving for convenience that is sweeping over America. Today convenience is the success factor of just about every type of produce and service that is showing steady growth." (Charles Mortimer, President, General Foods Corporation, address to American Marketing Association, New York Herald Tribune, May 14, 1959.)

"Conclusion" is defined by Webster as judgement, decision or opinion formed after investigation. This study yields much information and food for thought. However, it is not enough to reiterate just the findings of this section. It is rather more important that conclusions be based on accumulated knowledge, using the newly found information to augment it. The authors offer the following conclusions for consideration by the people of Olmsted County as they plan for improving child care services.

- A. Many opinions about day care services that have been stated in other studies and other publications seem to be confirmed by this study:
 1. Working mothers are here to stay and this should be recognized as a fact. Some people argue that they believe that mothers of young children should stay at home. This may well be a valid opinion and worth listening to, but it is not enough to state an opinion; it won't rid the world of working mothers. Mothers of young children are working. This study revealed that mothers of preschool children work not only out of economic necessity but because of their self-aspirations and satisfactions they get from working. 60% of the mothers sampled indicated that they would rather work if given a choice. (See pp 37-39). Rochester was noted to be particularly unusual in respect to having not only a higher density of women, as compared to other communities, but this study pointed out that 63% of the working mothers have more than a high school education. Rochester has twice as many working mothers classified as "professional workers" than regional and national averages. Women have been specifically trained and educated to participate and compete in the open labor market.
 2. The number of women in the labor market grows each year. This is based on statistics from the Women's Bureau of the Labor Department. The percentage of women in the Rochester labor market in 1968 was 45.5% (ROTPS).
 3. Parents are usually unaware of the importance of early childhood education and are prone to accept custodial care as being sufficient. In this study, only one mother (out of 100) indicated that educational value for the child was most important for choosing a child care arrangement.

4. In making arrangements for the care of their children, working mothers choose those that are most convenient. Although low cost is an important consideration, many are willing to pay more for the sake of convenience. 61% of the mothers would prefer to have their children cared for in their own homes, which seemed to be the most convenient arrangement.
5. "Day care services" are often poorly defined, poorly interpreted to the general public, project the wrong image and do little to influence public understanding, attitudes and values regarding the importance of the early childhood years. It might be expected that people who have had to make child care arrangements would know more than the average person about day care services in their community. However, this study revealed that 50% of the working mothers admitted knowing very little or nothing about such services. The average mother knew little more about day care than the employers who were interviewed. 14% of the mothers who had decided not to use day care centers (among those 42 mothers who had considered using day care and didn't) had the erroneous impression that day care was for the poor or for children with special problems. Although the respondents were more familiar with nursery schools than any other service, they gave very little priority to providing educationally stimulating environments when making child care provisions.

B. Making child care arrangements is a complex task. This study revealed that:

1. Convenience was continuously stressed as being the most important factor in choice of child care arrangements. (See Table 9). Therefore, it can be concluded that mothers who make complicated arrangements do so because:
 - a. They cannot find one situation to fulfill the needs during their total working hours, e.g. a relative may only be available 5 hours per day.
 - b. They cannot afford to pay for the desired service for all of the working hours.
 - c. They cannot find one place that will provide all the desired services, e.g. a nursery school that meets only 3 hours a day or a day care center that takes only children over 3 years of age.
2. Working mothers are reluctant to reveal or express their dissatisfactions about the child care arrangements they have made (see Table 11) and, if they have difficulty in finding appropriate care, seldom express it because:
 - a. They assume, because of lack of knowledge, that they have to take what they can get.

- b. They think people will see them as inadequate mothers.
 - c. They don't admit to themselves that the care is less than adequate.
 - d. They have to compete in the labor force and feel they must appear to have solved this problem.
- C. Poor quality care is allowed to exist because:
- 1. Parents criteria for choosing child care arrangements are based on convenience and low cost (See Table 9), rather than on qualified personnel, educational worth, and sound child development principles.
 - 2. The cost of good care is high.
 - 3. Some parents may not place high value on the need for adequate child care.
 - 4. Licensing requirements are not being equally enforced.
- D. The community has the right to be informed and the responsibility to participate in planning and providing services to young children, who cannot speak in their own behalf.
- E. The image of day care must be transformed. People must begin to see it as a preventive service focused on known needs of children and parents and based on the knowledge and practices of many disciplines.
- F. Day Care needs to be thought of as an entity in itself because:
- it is not a social service as we know it.
 - it is not an educational service as we know it.
 - it is not a health service as we know it.

Day care is a combination of all these components and some others. In order to properly serve the families and children who need it, day care must gain the status of a recognized community service.

RECOMMENDATIONS

The findings and conclusions indicate several major factors in the child care picture of Olmsted County:

Most children are cared for in homes.

Most people have only a scant knowledge of what good day care should be.

Children's needs are given a lower priority than cost and convenience in choosing child care arrangements.

Most parents would prefer to have their children cared for in their own homes.

Studying the factors and assuming that the objective is to improve services to families and children by attempting to meet their day care needs, Synergetic Systems, Inc. offers the following recommendations, listed in order of priority.

1. A day care communications center should be established. This center should provide information about day care to the community at large and to individuals. It should be a clearing house where those who provide care can report available openings. Parents needing to make arrangements can then request specific referrals.
2. Programs presently providing group day care services to children should work to improve their programs and their image in the community. They should provide information about their services to the communications center in order to have a coordinated campaign to inform the public. They should plan for combined services that could be provided by the day care communications center. For example, a central referral service.
3. A comprehensive campaign to educate the citizens of Olmsted County about day care services should be planned. The services of a professional public relations or marketing expert should be enlisted. All available media of communication should be used to reach the greatest number of people possible, e.g. radio, television, newspapers, public meetings, direct mail, etc.
4. A resource center for licensed family day care mothers should be established.

This center should be staffed with a child development specialist and should offer materials and services. Materials could include books, records, audio visual equipment, educational toys, games, etc. These materials could be shared via a "library" system. Services should include such things as:

- a. Coordination of activities e.g. field trips
 - b. Cooperative buying opportunities
 - c. A newsletter to transmit information of local interest
 - d. Counseling or consultation on special problems
 - e. Information about national, regional and state developments in relation to day care
5. Training programs for family day care mothers should be provided through the vocational school or other community schools. Such a program must be geared to the particular tasks and problems of caring for children in a home setting rather than in a center. This training should be at least partially subsidized to provide incentive. Subsidy could be in the form of tuition or perhaps could provide a substitute child care worker while the person goes to classes.
 6. Status of licensed family day care should be recognized publicly. The fact that licensing is regulated by laws should be made clear. A system of evaluating and certifying family day care operators should be developed to make the public aware of their rights to expect approved levels of quality. Levels can be established based on amount of training of operator, type of facilities available, etc.
 7. Olmsted County Department of Social Services should embark upon an active program to license those homes now providing day care services to children without legal sanctions. (Appropriate status and services recommended above should be helpful in emphasizing the advantages that are available to licensed homes.)
 8. Training programs for "sitters" who provide care in the child's home should be instituted. Sitters completing a course of study could be certified and listed by the communication center.
 9. A coordinated child care service center should be established to demonstrate how comprehensive services can be provided. This center should provide a core program patterned after a "nursery school", with satellite programs such as group homes for infants and young children, activity programs for school age children, etc. The center should be a "neighborhood" operation administered by a board including parents, utilizing the school, the church, the civic groups, etc. It should be small enough to serve a limited geographic area but large enough in scope to serve all ages.
 10. A subsidy program should be considered. Such a program would enable those who need day care to receive funds to supplement their day care budget if they meet established eligibility requirements. This could be set up much like a sliding scale fee arrangement. In other words, a parent who could afford to pay only \$2.00 per day could receive a voucher for the \$2.00 needed to purchase care that costs \$4.00

These recommendations are in response to the needs and problems stated in this study. The writers feel that the ideal solution to the day care problem would be a comprehensive system of inexpensive or free day care centers with satellite services. We realize, however, that the planning for such a system can only be done when the community feels the need. Therefore, we believe that the immediate objectives should be public education and improvement of existing services. The long range objectives for meeting day care needs must be determined by an informed and involved public.

IMPLEMENTATION

The recommendations are, in fact, ideas as to how the citizens of Olmsted County might deal with the existing and growing problems of child care. It would be presumptuous of Synergetic Systems, Inc. to state that Olmsted County should or must do anything. Rather we have offered some concepts for discussion so that local people can make their own decisions.

We believe very strongly, that if a community project is to be accepted and used by the people in the community, those people must be involved in the planning and the decision making. It would, therefore, be inappropriate for us to define specific methods of implementation for the recommendations listed above. Instead we suggest some steps to be used in the planning process.

1. Organize a Child Care Planning and Coordinating Committee which is representative of all interested individuals, groups and agencies. This organizing may be done by the committee which initiated this study or by a small steering committee.

The following types of people are suggested as potential members of a planning and coordinating committee:

- Potential users (e.g. working mothers)
- Parents (users)
- Proprietors of Day Care Services (centers and family day care)
- Staff of non-profit services to children
- Public School personnel (administrative and teaching)
- Social Service agency personnel
- Health agency personnel
- Religious agency personnel
- Employers of women
- Civic groups
- Philanthropic groups

This committee may be a large one in order to include representatives of all appropriate groups and also representatives of different economic levels and minority groups. Because of its size it should be immediately divided into task forces that are charged with producing a work program designed to implement a specific part of a recommendation. For example, to establish a day care communications center, the large committee might be divided into the following task forces:

- Services--to draw up a plan detailing the specific services to be included
- Staff --to determine who should staff the center. volunteers? paid personnel? what qualifications for staff? to write job descriptions, to determine personnel policies
- Physical plant--to decide whether this should be housed in an existing agency or by itself to study possibilities and make suggestions

....Funding --no project can be operated without money. This task force should explore possibilities for funding (government grant, private foundation, fees charged to cover cost, cooperative efforts of several agencies, etc.)

....Linkage --to determine how a communications center should function in relation to existing agencies

These task forces should be responsible to the total committee, which may be administered by a board or an executive committee. Take care that the "system" does not become so unwieldy that it prevents decisions and actions.

This committee and its task forces will need the support and technical assistance of an established agency. The best results would occur if a full time person could be assigned to work with the groups. The "steering committee" should enlist the cooperation of local agencies, private foundations, and the businessmen of the community to obtain funds to provide such a staff person.

2. A timetable should be established, by the committee, that will guide the planners and facilitate the accomplishment of a total program, step-by-step.

P. S.

The findings and conclusions prompted our recommendations. We hope they will be helpful and that they will be implemented. But if they are not exactly what the people of Olmsted County would like, we hope they will be used to stimulate other ideas. The number of children who require day care, of one kind or another, grows steadily. Action is necessary!

Franklin Roosevelt once said, "The country needs and, unless I mistake its temper, the country demands bold, persistent experimentation. It is common sense to take a method and try it. If it fails, admit it frankly and try another. But above all, try something."

GLOSSARY

CHILDREN

Defined here as any dependents under 5 years of age living in the household. This would include the mother's own children, step children, adopted children or foster children.

DAY CARE

All those arrangements whereby individuals or groups, other than parents or guardians, regularly take charge of and are responsible for non-related children during periods of time when parents or guardians are not present. This is an "umbrella" term, which includes but is not limited to, group day care, family day care, nursery school, day care center, head start, DAC.

DAY CARE CENTER

Arrangements where six or more children are cared for in a group setting. Licensed Day Care Centers must meet state requirements regarding space, equipment, staff, program, etc. The centers may be in homes, community centers, schools, churches, or any suitable structure. Day Care Center Personnel are people interested in children. They often have had child-related training and experience. The Day Care Center usually offers group care for the young child three to five years old. It may also offer group activity for the school age child.

DAC (DAYTIME ACTIVITY CENTER)

Day Care Centers for the mentally retarded. These programs are usually funded by 50% local money and 50% state appropriation. DAC's serve all ages, from 3 years into adulthood, and they are required to serve those retarded who are excluded from the public school because of age, IQ level, physical handicaps, etc. They must meet special licensing requirements and provide programs suitable to both chronological and mental age levels.

FAMILY DAY CARE

Arrangements where a woman cares for children (who are not related to her) in her home. Licensed family day care is regulated in Minnesota so that the number of children cared for in any one home does not exceed five. These may be of any age, except that no more than two children under one year of age may be in any family day care home. The home must meet minimum standards of health, safety, etc.

GROUP DAY CARE

A term which refers to care of six or more children in one facility. It would include such kinds of situations as day care center, nursery school, head start, day nursery, play group, day activity center, etc.

HEAD START

A Federally funded program for children four or five years old who are from low-income families. Opportunities for growth and development are enhanced by providing health, education and social services for the child and his family. The programs utilize professional and non-professional staff and also use volunteers.

HOMEMAKER SERVICES

Services related to care of home and children e.g. cleaning, sewing, cooking, etc. provided by a social service agency to teach skills to the mother or to care for the family in emergency situations.

MULTIPLE CHILD CARE ARRANGEMENTS

This term refers to the situation where there were two or more children in a family unit and the mother made different child care arrangements for each child rather than make one arrangement for all her children simultaneously. A mother who made multiple child care arrangements may also have made primary and secondary arrangements for one or more of her children during a given day, week or month.

NURSERY SCHOOL OR DAY NURSERY

A center for six or more children who are between the ages of three and six. Activities are planned during specific hours and these are of an educational or enriching nature. The term, "School" may be used only if the center has at least one teacher certified by the Minnesota State Department of Education for every twenty children.

PRIMARY CHILD CARE ARRANGEMENT

This term refers to the place where the working mother's child was cared for and/or the person who took care of the child over the longest period of time in a given day, week or month. This applies to one child or more than one child from the same family who were cared for all in the same way. Where children were in kindergarten, the term "primary arrangement" referred to the time the child was not in school.

SECONDARY CHILD CARE ARRANGEMENT

This term refers to the place where the working mother's child was cared for and/or the person who took care of the child for a shorter period of time than the primary CCA and such an arrangement was used as a supplementary to the primary. This applies to one child or more than one child from the same family who were cared for all in the same way.

WORK SITUATION

Those circumstances which constitute and help describe the major aspects or conditions experienced by people in and around their employment. For example, such aspects as hours, wages, types of job, and fringe benefits describe a person's work situation.

WORKING MOTHER

Women who work for pay outside their own home. This study specifically includes women who are presently working or who have worked during the past year. It excludes women who work in their own homes or who work outside the home on a voluntary basis.